

R E P O R T R E S U M E S

ED 010 553

24

PROBLEMS AND ISSUES IN THE ADMINISTRATION OF COLLEGE AND
UNIVERSITY COUNSELING SERVICES. FINAL REPORT.

BY- OETTING, E.R.

COLORADO STATE UNIV., FT. COLLINS

REPORT NUMBER CRP-S-380

REPORT NUMBER BR-5-8236

GRANT OEG-5-10-302

EDRS PRICE MF-\$0.18 HC-\$3.52 88P.

DESCRIPTORS- *COUNSELING SERVICES, *ADMINISTRATIVE PERSONNEL,
*COLLEGE PROGRAMS, *COUNSELING CENTERS, NATIONAL SURVEYS,
COUNSELING PROGRAMS, *GUIDANCE COUNSELING, FORT COLLINS,
COLORADO

A QUESTIONNAIRE SURVEY WAS CONDUCTED OF ALL (1,155)
4-YEAR INSTITUTIONS OF HIGHER LEARNING IN THE UNITED STATES
TO IDENTIFY PROBLEMS AND ISSUES OF COUNSELING SERVICES
ADMINISTRATION. THE RESULTS OF THIS SURVEY, BASED ON AN
OVERALL RESPONSE OF 54 PERCENT, WERE CATEGORIZED BY (1)
COUNSELOR-STUDENT RATIO, (2) COMMITMENT OF COUNSELOR
DIRECTOR'S TIME, (3) NUMBER OF CLIENT INTERVIEWS PER
FULL-TIME COUNSELOR, (4) FUNCTIONS OF COUNSELING, AND (5)
SALARIES OF COUNSELING STAFF. MANY OF THE RESPONDING
INSTITUTIONS (31 PERCENT) INDICATED THAT THEY HAD NO
COUNSELING SERVICE PROGRAM. SCHOOLS WITH SUCH A PROGRAM AND
THEIR COUNSELING SERVICE ADMINISTRATORS WERE LISTED IN THE
REPORT. (RS)

U. S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
Office of Education
This document has been reproduced exactly as received from the
person or organization originating it. Points of view or opinions
stated do not necessarily represent official Office of Education
position or policy.

8-380
58236

FINAL REPORT

PROBLEMS AND ISSUES IN THE ADMINISTRATION OF COLLEGE
AND UNIVERSITY COUNSELING SERVICES

U. S. Office of Education

Grant # OE -5-10-302

Submitted by:

E. R. Oetting, Ph.D.
Principal Investigator

C. Dean Miller, Ed.D.: Statistical Consultant
Joel Gold, Ph.D.: Research Assistant
Carol Dulaney : Statistical Assistant

ED010553

E. R. Oetting

Colorado State University

FINAL REPORT

TO

U.S. Office of Education, Grant # OE 5-10-302

The objectives of this project were 1) to identify the issues and problems that are of concern to counseling service administrators in colleges and universities. 2) to obtain information from counseling service administrators about individual solutions and attitudes toward these problems and issues. 3) to identify institutional and situational variables that relate to differences in administrative practices related to the relevant problems and issues. 4) to publish results in journal articles and mimeographed materials.

The project consisted of five steps:

Step I. Identification of the Issues and Preparing for the Survey

Step I had three parts:

Part 1. Identification of Issues. Tapes from the Counseling Administrators Conference of 1964 were abstracted, and the important issues and individual problems were identified. Variables that related to these issues were also listed. From this, questions that seemed worthy of further study were abstracted.

Part 2. Developing Further Questions. A preliminary survey was constructed and was sent to the following key counseling directors for comment; Dr. Ralph Berdie, Dr. Allen Ivey, Dr. Stanley Segal, Dr. William Gilbert, Dr. Clay Gerken.

In addition, Dr. Thomas Magoon was brought into the project. He is chairman of a committee established by APGA to develop a continuing study of characteristics of counseling services and was preparing a survey. He delayed the work of this committee so that continuing study could be based on this survey, and contributed many comments about the survey as it existed.

Part 3. Compilation of a Directory of Counseling Administrators. A

questionnaire was sent to the president of each college or university in the United States requesting the name of the director of the counseling service if such existed. Contact was made directly with the counseling director where his name was available from the 1964 survey. The directory compiled appears as Appendix I and was used as a mailing list for the eventual survey.

Step II. Construction of the Survey

The preliminary questionnaire was subjected to thorough analysis. The length appeared to be such as to limit the potential sample size, so a new format was developed shortening the survey while retaining the core information. A new survey was created. This check list format allowed inclusion of a large number of variables, and takes little of the recipient's time. It is recommended as a technique for consideration in future survey research. The final form of the survey appears in Appendix II.

Step III. Gathering Data, Compiling and Analyzing Results.

Part 1. The survey was mailed to the counseling directors on the list. In addition, it was sent to those institutions that had not replied addressed to "Director of Counseling." A second and third letter were sent to those not replying immediately. Time limitations prevented further follow up, but the sample finally obtained was sufficiently large to allow interpretation of the results in broad statements generally applicable to counseling across the United States.

Part 2. Tabulation and Analysis of Results. The data was punched in complete form into IBM cards, and the first level of tabulations were completed. This information is reported in the following section headed Results.

Step IV. Preparation and Communication of Results.

A brief summary of the results (Appendix III) will be forwarded to the participants in the survey. A report of the results and their implications for counseling administration will be made at the Counseling Directors Conference of 1966. The data cards and a copy of this report will be provided to the APGA committee as a base for the Data Bank to be established by Dr. Thomas Magoon. An article summarizing these results will be prepared and presented for publication in a professional journal.

Step V. This report is the final step in the project, presenting the results of the project for the U. S. Department of Health, Education and Welfare, Office of Education.

RESULTS

A first questionnaire was mailed to 1155 presidents of institutions of higher learning in the United States. It asked whether the institution had a counseling service, and if so, requested the name of the director. Seventy-five per cent of institutions responded.

In general, the larger the institution, the greater the likelihood that they responded. It is likely that failure to respond is correlated with the lack of a service since, if a service were present, it would be a simple matter to indicate its director.

Many of the institutions responding "No" reported that they were either considering a service or were establishing a counseling service. Others presented voluminous data on the amount of counseling by dormitory residents and other faculty. A few reported on their faculty advising system rather than a counseling service.

RESPONSE TO QUESTIONNAIRE ASKING WHETHER A
COUNSELING SERVICE WAS AVAILABLE ON CAMPUS

Enrollment of Institutions

	<u>1000</u>		<u>1-1999</u>		<u>2-2999</u>		<u>3-3999</u>		<u>4-4999</u>		<u>5-5999</u>		<u>6-10000</u>		<u>10000+</u>	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<u>Not Responding</u>	196	41	30	12	5	5	29	36	8	16	10	27	4	5	4	5
<u>Responded No</u>	129	27	83	33	28	26	8	10	4	8	4	11	7	9	3	4
<u>Responded Yes</u>	153	32	135	54	74	69	43	54	38	76	23	62	63	85	74	91
TOTAL	478		248		107		80		50		37		74		81	

The survey that was eventually sent to the counseling directors was as short as possible, but still required considerable effort on the part of the administrator that filled it out. Two follow-up letters were sent to individuals failing to respond. Time limitations prevented further follow up. Overall response to the survey was fifty-four per cent.

RESPONSE TO THE SURVEY

Enrollment of Institutions

	<u>1000</u>		<u>1-1999</u>		<u>2-2999</u>		<u>3-3999</u>		<u>4-4999</u>		<u>5-5999</u>		<u>6-10000</u>		<u>10000+</u>	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<u>Not Responding</u>	73	48	55	41	45	61	20	47	20	53	6	26	24	38	33	45
<u>Responding</u>	80	52	80	59	29	39	23	53	18	47	17	74	39	62	41	55
TOTAL	153		135		74		43		38		23		63		74	

THE AVAILABILITY OF COUNSELING SERVICES ON COLLEGE CAMPUSES

The first survey asked whether the institution had a counseling service and, if so, requested the name of the director. As an estimate, at least three-fourths of institutions of higher learning have a counseling service. As expected, the size of the institution is an important factor in whether or not it has a counseling service.

SIZE OF INSTITUTION AND COUNSELING FACILITIES

<u>Size of Institution</u>	<u>YES</u>		<u>NO</u>		<u>Total</u>	<u>N</u>
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>		
0-1000	153	54	129	46	282	
1001-1999	135	62	83	38	218	
2000-2999	74	73	28	27	102	
3000-3999	43	84	8	16	51	
4000-4999	38	90	4	10	42	
5000-5999	23	85	4	15	27	
6000-9999	63	90	7	10	70	
Over 10000	74	96	3	4	77	
Totals:	603		266		869	

A test of the significance of the differences between the presence and absence of counseling facilities yielded a χ^2 value = 126.61 which for 7 degrees of freedom is significant beyond the .001 level of confidence.

Size is probably even more highly related to the presence of a counseling facility than this table indicates. The institutions that failed to answer either a first letter or a follow-up letter also tended to be the smaller institutions.

AREA OF THE COUNTRY AND COUNSELING FACILITIES

There appears to be no significant relationship between the area of the country in which a school is located and whether or not the institution has a counseling service.

AREA OF THE COUNTRY AND PRESENCE OR ABSENCE OF COUNSELING FACILITIES

<u>A- ea</u>	<u>Yes</u>	<u>No</u>	<u>Totals</u>
Northeast	152	90	242
Midwest	112	46	158
Central	53	17	70
Mountain	30	6	36
West Coast	67	28	95
Southwest	53	15	68
South	57	28	85
Mid-Atlantic	<u>79</u>	<u>36</u>	<u>115</u>
Totals:	603	266	869

While the breakdown of the United States into these regions is arbitrary, it is not without rationale. Rather than adhering to the traditional geographical breakdown, it was felt much more advisable to group adjacent states into a block which were similar in educational character. The areas include the following states:

Northeast: Maine, Vermont, New Hampshire, Massachusetts, Connecticut, New York, New Jersey, Rhode Island, Pennsylvania, Maryland, Washington, D. C., and Delaware.

Midwest: Ohio, Michigan, Indiana, Illinois, Wisconsin, and Minnesota.

Central: Iowa, Missouri, Kansas, Nebraska, Colorado.

Mountain: Utah, Wyoming, Montana, North Dakota, South Dakota, Nevada, and Idaho.

West Coast: Washington, Oregon, California, and Hawaii

Southwest: Arizona, New Mexico, Oklahoma, Texas

South: Arkansas, Louisiana, Mississippi, Alabama, Georgia, South Carolina.

Mid-Atlantic: Kentucky, West Virginia, Tennessee, North Carolina, Virginia, and Florida.

EDUCATION AND PROFESSIONAL AFFILIATION OF COUNSELING CENTER DIRECTORS

The majority of counseling directors responding to the survey hold the doctor's degree, and most of these have a PhD. A number, however, hold only the master's degree, and three directors indicate that they have only a bachelor's degree. Size of school is definitely related to the type of degree of the counseling director. With increasing size, the director is more likely to hold the doctorate, and with increasing size, that doctorate is more likely to be a PhD.

DEGREE OF COUNSELING DIRECTOR AND SIZE OF INSTITUTION

<u>SIZE</u>	<u>PhD</u>		<u>EdD</u>		<u>Master</u>		<u>Bachelor</u>		Number and per cent of counseling directors according to size of institution who hold PhD., EdD., Master or Bachelor Degrees.
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	
Less than 1000	14	27	13	25	23	44	2	4	
1000-4999	64	44	34	24	46	32	0	0	
5000-9999	24	44	21	38	10	18	0	0	
10000-14999	14	64	6	27	2	9	0	0	
15000-19999	4	80	1	20	0	0	0	0	
Greater than 20000	6	60	2	20	1	10	1	10	
TOTALS:	126		77		82		3		

TYPE OF INSTITUTION AND DEGREE OF COUNSELING DIRECTOR

	<u>PhD</u>		<u>EdD</u>		<u>Master</u>		<u>Bachelor</u>		Number and per cent of counseling directors according to types of institutions who hold PhD., EdD., Master, and Bachelor Degrees
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	
Public	65	44	54	36	29	19	1	1	
Private	35	45	12	15	30	38	1	2	
Religious	26	43	11	18	23	38	1	2	

AREA OF THE COUNTRY AND DEGREE OF DIRECTOR

The South is least likely to have a PhD as director and is most likely to have a master's degree director.

	<u>PhD</u>		<u>Edd</u>		<u>Master</u>		<u>Bachelor</u>		Number and per cent of counseling directors within geographical areas who hold PhD., Edd., Master or Bachelor Degrees.
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	
Northeast	30	51	10	17	17	29	2	3	
Midwest	28	45	15	24	19	31	0	0	
Central	11	33	11	33	11	33	0	0	
Mountain	9	41	7	32	6	27	0	0	
West Coast	21	58	8	22	6	17	1	3	
Southwest	6	23	11	42	9	35	0	0	
South	5	20	8	33	11	46	0	0	
Mid-Atlantic	16	62	7	27	3	12	0	0	

EDUCATION AND PROFESSIONAL AFFILIATION OF COUNSELING CENTER STAFF

The majority of counseling center staff have a master's degree. Two separate factors appear to be operating here. In institutions with less than 1000 students, and those with one to five thousand students, the staff members with master's degrees are probably employed as counselors. Over sixty per cent of these hold the master's degree. Almost ten per cent have only a bachelor's degree.

In the largest institutions, there are also large numbers of master's and bachelor's degrees working as counselors. These, however, are not as likely to be long-term employees. Many may be graduate students in training for advanced degrees, working in the counseling centers on assistantships.

The middle group of institutions includes many with permanent staff with master's degrees and some with training programs and graduate assistantships. These institutions also have a higher number of Edd's as staff. The teachers colleges, focusing on

education and training of teachers, or the new universities that have been only recently teachers' colleges are likely to fall in this size category and seem to be more likely to employ EdD's.

TYPE OF DEGREE OF COUNSELING STAFF AND SIZE OF INSTITUTIONS

<u>SIZE</u>	<u>PhD</u>		<u>EdD</u>		<u>Master</u>		<u>Bachelor</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
Less than 1000	18	26	1	1	46	66	5	7
1000-4999	55	19	31	11	166	59	31	11
5000-9999	52	32	22	14	77	48	10	6
10000-14999	59	43	18	13	54	39	6	4
1500-19999	23	42	1	2	30	55	1	2
Greater than 20000	64	40	6	4	72	45	18	11

The type of degree held by staff is not significantly related to the type of institution. The South is again most likely to have Master's or Bachelor's level staff and least likely to have PhD staff.

AREA OF THE COUNTRY AND TYPE OF DEGREE OF COUNSELING STAFF

	<u>PhD</u>		<u>EdD</u>		<u>Master</u>		<u>Bachelor</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
Northeast	42	29	11	7	74	50	20	14
Midwest	69	27	17	7	152	59	19	7
Central	22	34	8	12	32	49	3	5
Mountain	14	25	9	16	29	52	4	7
West Coast	83	41	15	7	80	40	24	12
Southwest	16	30	5	9	29	55	3	6
South	4	10	5	13	24	60	7	18
Mid-Atlantic	21	34	7	11	30	48	4	6

The American Personnel and Guidance Association appears to be the primary professional organization for counseling directors. A very high per cent of those with a PhD, however, belong to APA, and this category has the lowest per cent of APGA members. Leaving these items blank would indicate membership in neither organization. Very few doctoral level individuals have failed to join either organization, while about a fourth of the master's level people have not joined either professional society.

DEGREE OF COUNSELING DIRECTOR AND PROFESSIONAL IDENTIFICATION

	<u>APA</u>		<u>APGA</u>		<u>APA & APGA</u>		<u>NO RESPONSE</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
PhD	101	80	85	67	64	51	4	3
EdD	37	48	64	83	30	39	6	8
Master	14	17	58	71	10	12	20	24
Bachelor	1	33	2	66	0	0	0	0

Counseling Center Staff, like the directors, appear to identify most strongly with APGA as a professional organization, with the exception of those holding PhD's. Seventy per cent of PhD's are members of APA. A larger proportion of staff than directors holding doctorates are not indicated as having membership in either organization, and almost half of the master's level counselors are not members of either organization. Since a "Don't Know" category was available on the form, a blank space should indicate lack of membership. Again, many, but by no means all, of the master's level people may be students in training and would not, as yet, have joined a professional organization.

APA

APGA

APA &
APGA

NO RESPONSE

	<u>APA</u>		<u>APGA</u>		<u>APA & APGA</u>		<u>NO RESPONSE</u>		Number and per cent of counseling staff according to degree categories who belong to APA, APGA or both.
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	
PhD	190	70	108	40	80	30	52	19	
EdD	37	46	49	60	20	25	16	20	
Master	77	15	198	39	28	6	222	44	
Bachelor	1	1	12	10	1	1	61	49	

SALARY PATTERNS FOR COUNSELING DIRECTORS

Almost all counseling directors are paid on a twelve month basis. For the few who were not, twenty per cent was added to the nine month salary. The nine-month salaries were not particularly high compared with those of twelve-month appointees.

There is a great deal of variability in salaries paid to directors. The very highest salaries are paid to directors holding the PhD. These directors tend to be in public institutions, and in the larger institutions. The lowest salaries to PhD's are to those in religious institutions. Salaries for EdD's tend to be slightly lower than those for PhD's, however, this seems to be more a function of greater numbers of PhD's being hired by larger institutions. There is almost total overlap of salaries within institutional size, with larger institutions tending to pay higher salaries.

Master's level directors are paid considerably lower salaries than are holders of the doctorate. Salaries in the South appear lower than those in other parts of the United States, although there are other minor regional differences..

Degree of Counseling Director and Salary

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	8	15	14	19	16	19	11	4		1	1		1
Ed.D.		1	1	3	7	11	14	16	6	7	6					
Master		4	14	14	17	8	5	3	2	5	1					
Bachelor	2							1								

Salaries for Counseling Directors within Public Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	6	6	11	13	10	7	3		1	1		1
Ed.D.				1	4	8	9	15	6	3	5			1		
Master			6	2	7	4	2	1	2	2	1					
Bachelor								1								

Salaries for Counseling Directors within Private Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				4	6	3	5	2	6	2	1					
Ed.D.		1			1		3	1		4						
Master		2	4	7	5	3	2	1		2						
Bachelor	1															

Salaries for Counseling Directors within Religious Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	3	3	5	3	1	3	2						
Ed.D.			1	2	2	3	2									
Master		2	4	5	5	1	1	1		1						
Bachelor	1															

Salaries for Counseling Directors in the Northeast

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				3		4	4	3	4	4	2					1
Ed.D.					1	3	2	3	1							
Master	2	2	1	2	2	1	1	1	2	1						
Bachelor	2															

Salaries for Counseling Directors in the Midwest

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				2	5	3	3	1	4	4				1		
Ed.D.					1	3	2		2	2	4			1		
Master				5	7	2	2				1					
Bachelor																

Salaries for Counseling Directors in the Central States

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					2	2		1	3		1					
Ed.D.			1	1	1		2	1	2	1	1					
Master			3	1	2	1		1		1						
Bachelor																

Salaries for Counseling Directors in the Mountain States

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1		2	1	3			1					
Ed.D.						1	2	2		1						
Master			1	1	2		1									
Bachelor																

Salaries for Counseling Directors on the West Coast

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					2	1	6	3	4	3						
Ed.D.						1	3	3	1							
Master			2	2						1						
Bachelor								1								

Salaries for Counseling Directors in the Southwest

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					1	1		2	1				1			
Ed.D.				1		1	2	3		2	1					
Master		1		3	2	1		1	1							
Bachelor																

Salaries for Counseling Directors in the South

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	2		1	1								
Ed.D.				-	1	2		3								
Master			6	1	2	1	1									
Bachelor																

Salaries for Counseling Directors in the Mid-Atlantic States

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	3	1	4	2	3							
Ed.D.		1			2		1	1		1						
Master		1				1										
Bachelor																

Salaries for Counseling Directors in Institutions of Less Than 1,000 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				2	4	1		3	2							
Ed.D.		1	1	1	1	2	3	1			1					
Master		2	3	4	5			2		1						
Bachelor		2														

Salaries for Counseling Directors within Institutions of 1,000 to 4,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				7	10	9	8	6	7	4	1					
Ed.D.				2	4	8	7	6	1	2	1					
Master		2	9	8	10	8	3		1	2	1					
Bachelor																

Salaries for Counseling Directors within Institutions of 5,000 to 9,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.					1	3	6	5	4	3	1					
Ed.D.					1	1	1	7	3	2	4				1	
Master			2	2	2		2	1	1							
Bachelor																

Salaries of Counseling Directors within Institutions of 10,000 to 14,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.							4	1	4	3	1					1
Ed.D.								2	1	2	1					
Master										2						
Bachelor																

Salaries for Counseling Directors in Institutions with Greater than 15,000 Enrollment

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.								1	2					1		
Ed.D.							1									
Master																
Bachelor																

Salaries for Counseling Center Staff

Counseling staff are paid on either a nine- or twelve-month appointment. Theoretically, there should be a difference between salaries for differing appointments of at least nine elevenths. In fact, the difference between the distributions of nine-month and of twelve-month salaries showed less difference than this. The very highest salaries are being paid to nine-month appointees. As expected, from the previous data, previous data.

Ph.D.'s make the highest salaries, Ed.D's second, with master's and bachelor's degrees are making lower salaries in that order. Many individuals with master's degrees are clearly making salaries of a professional level, overlapping to a very considerable extent the salaries of doctoral staff. This overlap would become even more evident if the low salaries of students in training were removed from these tables.

Salaries for Counseling Staff

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			4	11	20	42	18	11	9	1						
Ed.D.			2	4	15	2	4	4	4	1						
Master	20	39	40	75	33	30	9	4	2	1						
Bachelor	15	21	7	6	8											

Salaries for Counseling Staff within Public Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			4	2	17	37	10	6	7	1	1					
Ed.D.			1	3	14		4	4	4	1						
Master	8	25	22	53	23	22	5	1	2		1					
Bachelor	8	18	2	5	1		1									

Salaries for Counseling Staff within Private Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				8		3	4	3	2	1						
Ed.D.						2										
Master	6	11	12	11	5	4	1	2								
Bachelor	2	2	3	1	2											

Salaries for Counseling Staff within Religious Institutions

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	3	2	4	2								
Ed.D.			1	1	1											
Master	6	3	6	11	5	4	3	1								
Bachelor	5	1	2													

Salaries for Counseling Staff in the Northeast

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	3	8	3	3	1		1					
Ed.D.			1	1	1	2										
Master	4		8	8	10	4	1	1								
Bachelor	1	3		1												

Salaries for Counseling Staff in the Midwest

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	1	3	3	4	4	3	1						
Ed.D.				1	1	5		3	3	1						
Master	2	12	13	17	10	3		2		1						
Bachelor	1	4	1	1	2											

Salaries for Counseling Staff in the Central States

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.						6	1	1	3							
Ed.D.					1	2	1	1								
Master		3	2	7	5	2										
Bachelor			1	1												

Salaries for Counseling Staff in the Mountain States

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	5	3	2									
Ed.D.				1	3		2									
Master			3	7	2											
Bachelor	2															

Salaries for Counseling Staff on the West Coast

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.	1	2		6	7	12	5			1						
Ed.D.					4	2	1									
Master		3	7	16	4	7	3	1								
Bachelor	4	6	1	1												

Salaries for Counseling Staff in the Southwest

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		7	3	6	6	2	1	1	1							
Ed.D.									1							
Master	4	1	1	6	6	2	1	1								
Bachelor		1	2													

Salaries for Counseling Staff in the South

12-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.						2										
Ed.D.					3	1										
Master	3	8		7	1											
Bachelor	1			7												

Salaries for Counseling Staff in the Mid-Atlantic States

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1			1	4										
Ed.D.				1	2	1										
Master	6		4	7	1	1										
Bachelor	1		1	1	1											

Salaries for Counseling Staff within Institutions of Less than 1,000 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.						2										
Ed.D.																
Master	3	6	3		3	1		5								
Bachelor		1	1	1												

Salaries for Counseling Staff within Institutions of 1,000 to 4,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1		3	1	4	4	3	4	1						
Ed.D.			1	1	2	4	1	1	2							
Master	7	18	13	22	9	12	6	1		1						
Bachelor	7	4	2	1	3											

Salaries for Counseling Staff within Institutions of 5,000 to 9,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	5	8	4	3	1							
Ed.D.				1	6	3	2	1								
Master	2	8	12	10	6	5	1	1								
Bachelor	1	3	7	2												

Salaries for Counseling Staff within Institutions of 10,000 to 14,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.	1	1		3	1	11	3	2	4		1					
Ed.D.				1	5	5	2	1	2	1						
Master	5	2	5	15	6	1		1								
Bachelor	1	1	1	1												

Salaries for Counseling Staff within Institutions of 15,000 to 19,999 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	6	4	2									
Ed.D.				1												
Master	1		4	9	4	3			2							
Bachelor																

Salaries for Counseling Staff within Institutions of Greater than 20,000 Students

12-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.	1	1	1	1	8	13	4	2								
Ed.D.					2	1		1								
Master		4	3	14	5	7	1									
Bachelor	1	12		1												

Salaries for Counseling Staff

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1	8	24	23	11	18	5	1	1	1	1				
Ed.D.			3	6	9	4	10	1								
Master	18	18	30	19	13	8	1	1								
Bachelor	7	1	3	1			1									

Salaries for Counseling Staff within Public Institutions

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			7	19	17	4	17	4	1	1	1	1				
Ed.D.			1	5	9	4	10									
Master	13	9	23	12	12	7	1	1								
Bachelor	2	1	1	1												

Salaries for Counseling Staff within Private Institutions

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1		4		2										
Ed.D.			2	1				1								
Master	1	3	3	3		1										
Bachelor	2		1													

Salaries for Counseling Staff within Religious Institutions

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1	1	6	5	1	1								
Ed.D.																
Master	4	9	4	4	1											
Bachelor	3		1													

Salaries for Counseling Staff in the Northeast

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				3	2	1	6	1			1					
Ed.D.			1	1		1										
Master	1	2	6	3	2	2										
Bachelor			2													

Salaries for Counseling Staff in the Midwest

9-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	3	1	2	3									
Ed.D.					1											
Master	5	7	3	8	3	3										
Bachelor	2	1	1													

Salaries for Counseling Staff in the Central States

9-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	2	3										
Ed.D.			2													
Master	2	3	2	1												
Bachelor																

Salaries for Counseling Staff in the Mountain States

9-Month Salaries in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1		1										
Ed.D.				1	1											
Master	3	3	2	3	1	3										
Bachelor	1															

Salaries for Counseling Staff on the West Coast

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			5	12	11	4	8	4	1	1						
Ed.D.					5	1										
Master	4	1	11	3	7	2	1	1								
Bachelor	1			1			1									

Salaries of Counseling Staff in the Southwest

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1	1		3	2										
Ed.D.				1	2	1										
Master	1		3			1										
Bachelor																

Salaries of Counseling Staff in the South

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	1											
Ed.D.				1		1										
Master		2	1													
Bachelor	1															

Salaries for Counseling Staff in the Mid-Atlantic States

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				3	1		1									
Ed.D.				2				1								
Master	2	2	2	1												
Bachelor																

Salaries for Counseling Staff within Institutions of Less than 1,000 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.		1	2	3	3	3										
Ed.D.			1													
Master	1	3	5	6	1											
Bachelor																

Salaries for Counseling Staff within Institutions of 1,000 to 4,999 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	4	3	4	2	1								
Ed.D.			1	5	2	3										
Master	5	9	7	9	4	3										
Bachelor	3	1	2													

Salaries for Counseling Staff within Institutions of 5,000 to 9,999 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	6	6	3	6									
Ed.D.			1	1	5	1		1								
Master	6	2	9	1	5	3	1	1								
Bachelor	1															

Salaries for Counseling Staff within Institutions of 10,000 to 14,999 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			2	10	7	1	8	2	1		1					
Ed.D.					2											
Master	3	4	4	2	1	2										
Bachelor				1			1									

Salaries of Counseling Staff within Institutions of 15,000 to 19,999 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.				1	3		2	2		1						
Ed.D.																
Master		1	2	1	1											
Bachelor																

Salaries for Counseling Staff within Institutions Greater than 20,000 Students

9-Month Salary in Thousands of Dollars

Degree	Less than 6,000	6-7	7-8	8-9	9-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20+
Ph.D.			1		1											
Ed.D.																
Master	3	2	3		1											
Bachelor	1		1													

TIME BREAKDOWN OF THE COUNSELING DIRECTOR

Counseling

Very few counseling directors, including those in the smallest institutions, serve full time as counselors. The most frequent time commitment to counseling was fifty per cent. This occurs in institutions up to a student enrollment of 10,000. Above this figure, directors spend less time in counseling.

The mode at fifty per cent, however, is not really descriptive of the time breakdown of individual directors. Most directors listed some other time commitment, and these scattered all over the scale. While many directors spend very little time in counseling, the great majority clearly see counseling as one of their duties, and many directors, even in larger institutions, spend considerable time in this activity.

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS.
IN INSTITUTIONS UNDER 1000 ENROLLMENT

N	MEAN	STANDARD DEVIATION
52	52.28	21.480
<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE FREQUENCY</u>
0 TO 5	0	.00
5 TO 10	0	.00
10 TO 15	2	.04
15 TO 20	0	.00
20 TO 25	3	.06
25 TO 30	1	.02
30 TO 35	4	.08
35 TO 40	1	.02
40 TO 45	5	.10
45 TO 50	0	.00
50 TO 55	18	.35
55 TO 60	2	.04
60 TO 65	1	.02
65 TO 70	3	.06
70 TO 75	1	.02
75 TO 80	6	.12
80 TO 85	1	.02
85 TO 90	0	.00
90 TO 95	1	.02
95 TO 100	3	.06

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS
IN INSTITUTIONS FROM 1000 TO 4999 ENROLLMENT

N	MEAN	STANDARD DEVIATION
143	46.79	24.315
<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE FREQUENCY</u>
0 TO 5	5	.00
5 TO 10	2	.01
10 TO 15	8	.06
15 TO 20	4	.03
20 TO 25	9	.06
25 TO 30	7	.05
30 TO 35	10	.07
35 TO 40	1	.01
40 TO 45	14	.10
45 TO 50	2	.01
50 TO 55	32	.22
55 TO 60	3	.02
60 TO 65	12	.08
65 TO 70	0	.00
70 TO 75	10	.07
75 TO 80	7	.05
80 TO 85	7	.05
85 TO 90	1	.01
90 TO 95	6	.04
95 TO 100	3	.02

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS
IN INSTITUTIONS FROM 5000 TO 9999 ENROLLMENT

N	MEAN	STANDARD DEVIATION
53	42.32	22.124
<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE FREQUENCY</u>
0 TO 5	0	.00
5 TO 10	0	.00
10 TO 15	4	.08
15 TO 20	1	.02
20 TO 25	8	.15
25 TO 30	7	.13
30 TO 35	3	.06
35 TO 40	1	.02
40 TO 45	4	.08
45 TO 50	1	.02
50 TO 55	9	.17
55 TO 60	1	.02
60 TO 65	3	.06
65 TO 70	0	.00
70 TO 75	3	.06
75 TO 80	4	.08
80 TO 85	4	.08
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS
IN INSTITUTIONS FROM 10000 TO 14999 ENROLLMENT

33

N	MEAN	STANDARD DEVIATION
23	27.95	16.601
<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE FREQUENCY</u>
0 TO 5	1	.04
5 TO 10	2	.09
10 TO 15	2	.09
15 TO 20	1	.04
20 TO 25	3	.13
25 TO 30	3	.13
30 TO 35	4	.17
35 TO 40	1	.04
40 TO 45	0	.00
45 TO 50	1	.04
50 TO 55	4	.17
55 TO 60	0	.00
60 TO 65	1	.04
65 TO 70	0	.00
70 TO 75	0	.00
75 TO 80	0	.00
80 TO 85	0	.00
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS
IN INSTITUTIONS FROM 15000 TO 19999 ENROLLMENT

N	MEAN	STANDARD DEVIATION
4	30.00	23.094
<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE FREQUENCY</u>
0 TO 5	0	.00
5 TO 10	0	.00
10 TO 15	2	.50
15 TO 20	0	.00
20 TO 25	0	.00
25 TO 30	0	.00
30 TO 35	0	.00
35 TO 40	0	.00
40 TO 45	0	.00
45 TO 50	0	.00
50 TO 55	2	.50
55 TO 60	0	.00
60 TO 65	0	.00
65 TO 70	0	.00
70 TO 75	0	.00
75 TO 80	0	.00
80 TO 85	0	.00
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

PER CENT OF TIME SPENT IN COUNSELING BY DIRECTORS
IN INSTITUTIONS FROM 19999 TO MORE ENROLLMENT

N	MEAN	STANDARD DEVIATION
9	7.77	10.438

<u>PER CENT OF TIME</u>	<u>FREQUENCY</u>	<u>RELATIVE FREQUENCY</u>
0 TO 5	3	.33
5 TO 10	4	.44
10 TO 15	1	.11
15 TO 20	0	.00
20 TO 25	0	.00
25 TO 30	0	.00
30 TO 35	1	.11
35 TO 40	0	.00
40 TO 45	0	.00
45 TO 50	0	.00
50 TO 55	0	.00
55 TO 60	0	.00
60 TO 65	0	.00
65 TO 70	0	.00
70 TO 75	0	.00
75 TO 80	0	.00
80 TO 85	0	.00
85 TO 90	0	.00
90 TO 95	0	.00
95 TO 100	0	.00

Teaching

Counseling directors at even the smallest colleges are not teachers assigned parttime to the role as director. Even in institutions with an enrollment of less than 1000, about half do no teaching at all, and almost all are scheduled less than one third time as teachers. In schools ranging from one to ten thousand, about a third of directors do no teaching and the rest teach less than half time. In larger institutions, almost none teach over one fourth time.

TEACHING COMMITMENT OF COUNSELING DIRECTORS

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Teaching</u>
Less than 1000	52	12.67	16.83	46
1000 to 4999	143	17.31	19.23	38
5000 to 9999	53	15.33	15.80	35
10,000 to 14,999	23	12.52	10.24	21
15,000 to 19,999	4	8.75	6.29	25
20,000 and Up	9	8.22	8.20	33

Staff Meetings

35

Almost all directors indicate that less than 15 per cent of their time is utilized in staff meetings.

TIME COMMITMENT OF COUNSELING DIRECTORS FOR STAFF MEETINGS

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Staff Meeting</u>
Less than 1000	51	4.11	4.15	51
1000 to 4999	143	3.86	3.91	49
5000 to 9999	53	4.88	3.80	39
10,000 to 14,999	23	7.78	4.38	09
15,000 to 19,999	4	6.50	2.65	25
20,000 and Up	9	9.55	6.39	22

Committee Meetings

Almost all directors indicated that committee meetings took up less than 15 per cent of their time. More directors in the smaller institutions indicated that they used no time for committee meetings.

TIME COMMITMENT OF COUNSELING DIRECTORS TO COMMITTEE MEETINGS

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Committee Time</u>
Less than 1000	51	6.33	6.06	37
1000 to 4999	143	4.57	5.45	48
5000 to 9999	53	4.49	4.19	45
10,000 to 14,999	23	6.17	4.66	22
15,000 to 19,999	4	5.75	4.19	25
20,000 and Up	9	8.00	5.57	22

Supervising Students

The majority of counseling directors do not supervise students, although a few directors, even in the smallest institutions indicate that this is part of their duties. Unfortunately, there is no way of differentiating supervision of permanent staff who also happen to be students from these figures. A future study should request information about staff supervision.

TIME COMMITMENT OF COUNSELING DIRECTORS FOR SUPERVISING STUDENTS

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Supervision</u>
Less than 1000	51	3.54	6.47	37
1000 to 4999	143	2.84	7.72	77
5000 to 9999	53	3.81	5.89	60
10,000 to 14,999	23	3.91	4.51	48
15,000 to 19,000	4	3.00	4.76	75
20,000 and Up	9	5.33	9.73	55

Research

Research commitment of counseling directors is heaviest in the institutions ranging from five to twenty thousand students. It is probable that the smaller institutions do not have the pressure for publication and that the largest require too much administrative commitment from their directors for research to be possible.

TIME COMMITMENT OF COUNSELING DIRECTORS FOR RESEARCH

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Research</u>
Less than 1000	51	5.25	12.21	63
1000 to 4999	143	4.30	8.16	63
5000 to 9999	53	7.60	7.51	32
10,000 to 14,999	23	10.08	7.43	13
15,000 to 19,000	4	6.28	6.30	25
20,000 and Up	9	7.55	10.00	44

RESEARCH COMMITMENT OF COUNSELING DIRECTORS WITH DIFFERING DEGREES

<u>Degree</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating Zero</u>
PhD	117	7.00	8.90	41
EdD	75	5.96	11.47	53
M A	78	4.17	6.42	61

Administration of the Counseling Service

There is a direct relationship between size of the institution and the amount of time the director spends in administration. About 22 per cent of directors in

"institutions under 5000 enrollment indicate no administrative time, suggesting that they are not functioning as a campus organization, but are merely providing a service. Above this size only one director shows no time for administration.

TIME COMMITMENT OF COUNSELING DIRECTORS TO ADMINISTRATION

<u>Size of Institution</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>	<u>% Indicating No Administration</u>
Less than 1000	51	12.7	11.01	22
1000 to 4999	143	12.6	12.03	22
5000 to 9999	53	21.5	17.87	02
10,000 to 14,999	23	30.8	16.90	00
15,000 to 19,000	4	38.7	13.15	00
20,000 and Up	9	45.2	25.59	00

Conclusion

...that the previous experience of the director is a significant factor in their activities. The other ten percent indicated other activities. ...

Counselor Student Ratio

In general, the smaller the institution, the better the counselor/student ratio, however, this does not mean that smaller institutions as a whole are providing more or better counseling services. Many smaller institutions indicate that they have no service, and the highest rate of failure to respond also occurs in the small institutions. Where counseling is provided, however, the counselor/student ratio is excellent.

The most striking aspect of the counselor/student ratio is its variability. Although a large number of institutions fall somewhere between 1:1000 and 1:2000, many have far poorer ratios.

COUNSELOR/STUDENT RATIO AND SIZE OF INSTITUTION

Counselor/ Student Ratio	<1000	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20000+
1:300	7	2				
1:400	6	11				
1:500	7	6				
1:600	6	3				
1:700	3	7				
1:800	5	4				
1:900	2	1				
1:1000		22				
1:1100	2	12	1		1	1
1:1200	5	14	5			
1:1300	3	8	2	2		
1:1400		5		2		
1:1500	1	7	4	1		
1:1600	2	5	3	1	1	1
1:1700		7	3			
1:1800		3	2			
1:1900		1	1			
1:2000		4	4	3		
1:2100		3	4	1		1
1:2200				1		
1:2300		2			1	1
1:2400		5		3		
1:2500		4	1			1
1:2600		2	2	1		
1:2700		2	2	1		
1:2800		2				
1:2900						
1:3000		3	5	2		2
1:3500		1	3			
1:4000		5	1			
1:4500		2	1		1	
1:5000+			12	1	1	2

SERVICES PROVIDED BY COUNSELING CENTERS

Academic Counseling

Most counseling services provide counseling for study problems and for choice of major field, although a few do not. Those that do not are typically the smaller institutions.

The majority of services do not attempt to counsel all students on academic probation. Larger institutions rarely attempt this undertaking, while about a third of smaller institutions indicate that they do counsel all such students. There are no significant differences between public, private, and religious institutions on this item.

<u>COUNSELING FOR STUDY PROBLEMS</u>						<u>COUNSELING FOR CHOICE OF MAJOR FIELD</u>							
(Enrollment)													
<1000	1000-4999	5000-9999	10000-14999	15000-19999	Grtr.-20,000	<1000	1000-4999	5000-9999	10000-14999	15000-19999	Grtr.-20,000		
YES	47	137	48	23	5	9	YES	43	123	50	23	5	9
NO	6	7	5	1	1	1	NO	10	21	3	1	1	1

COUNSELING ALL STUDENTS ON ACADEMIC PROBATION

	<1000	1000-4999	5000-9999	10000-14999	15000-19999	Grtr.-20,000
YES	19	46	8	3	0	0
NO	34	98	45	21	6	10

Personal Counseling

Almost all institutions, regardless of size, provide counseling for personal problems, however, there is a sharp reduction in the number of centers that provide short term counseling for severe emotional problems, and a further reduction in those providing long term help, with a majority of centers not providing long term counseling.

Interestingly, more institutions provide group counseling than long term counseling, with the majority of larger institutions (over 5000) providing the facility, while the majority of smaller institutions do not.

The smaller institution is also less likely to provide assistance for the faculty with personal problems or for the student's spouse, while the majority of larger institutions do provide these services.

<u>COUNSELING FOR PERSONAL PROBLEMS</u>						<u>SHORT TERM COUNSELING</u> <u>OF SEVERE EMOTIONAL PROBLEMS</u>							
(Enrollment)						(Enrollment)							
<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+		
YES	50	142	52	22	5	8	YES	39	110	41	21	4	7
NO	3	2	1	2	1	2	NO	14	34	12	3	2	3

<u>LONG TERM COUNSELING</u> <u>OF SEVERE EMOTIONAL PROBLEMS</u>						<u>GROUP COUNSELING</u>							
(Enrollment)						(Enrollment)							
<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+		
YES	10	36	19	9	2	2	YES	20	65	30	17	5	7
NO	43	106	34	15	4	8	NO	33	79	23	7	1	3

<u>COUNSELING THE FACULTY</u> <u>REGARDING PERSONAL PROBLEMS</u>						<u>COUNSELING STUDENT'S SPOUSE</u>							
(Enrollment)						(Enrollment)							
< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+		
YES	13	51	16	8	3	5	YES	12	49	29	15	4	6
NO	40	93	37	16	3	5	NO	41	95	24	9	2	4

Disciplinary Counseling

Over twenty per cent of counseling services are involved with disciplinary counseling. However, these are primarily the smaller institutions. Only in the smaller schools are all disciplinary cases evaluated. While more institutions provide evaluation of referred disciplinary cases, again these are likely to be the smaller institutions.

<u>DISCIPLINARY COUNSELING</u>						<u>EVALUATE ALL DISCIPLINARY CASES</u> ...							
(Enrollment)						(Enrollment)							
<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+		
YES	15	36	3	1	1	2	YES	13	19	0	1	0	0
NO	37	108	50	23	5	8	NO	40	125	53	23	6	10

<u>EVALUATE REFERRED DISCIPLINARY CASES</u>						
	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	16	53	16	9	0	0
NO	37	91	37	15	5	10

Academic Service

About one-fourth of counseling services provide a remedial reading program for students. Very few provide tutoring in subject areas, and these are entirely at the smaller institutions. Over two thirds of counseling services provide counseling for the faculty in regard to student problems.

<u>REMEDIAL READING</u>						<u>TUTORING IN ACADEMIC SUBJECT AREAS</u>					
(Enrollment)											
< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	9	33	15	8	2	5	14	3	0	0	0
NO	44	111	38	16	4	5	48	130	50	24	6

COUNSELING THE FACULTY REGARDING STUDENT PROBLEMS

	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	35	104	36	15	0	7
NO	18	40	17	9	2	3

Pre-college Student Contact

The majority of larger institutions provide pre-college counseling, while the majority of smaller do not. However, a few counseling centers are involved in recruiting students, and these are entirely from smaller institutions.

Over a third of counseling centers run summer orientation programs, with larger institutions doing so somewhat more frequently.

<u>PRE-COLLEGE COUNSELING</u>						<u>SUMMER ORIENTATION PROGRAM</u>					
(Enrollment)											
< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	17	46	31	13	5	8	15	45	20	11	4
NO	36	98	22	11	1	2	38	99	33	13	2

RECRUITING STUDENTS

	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES	9	17	1	0	0	0
NO	44	127	52	24	6	10

Personnel Services

Many of the smaller counseling services appear to be in actuality student personnel services, handling many kinds of personnel functions. Larger institutions have apparently separated these functions from that of counseling.

STUDENT LOANS

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	18	20	1	2	0	0
NO	35	124	52	22	6	10

STUDENT SCHOLARSHIPS

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	20	25	1	1	0	0
NO	33	119	52	23	6	10

FOREIGN STUDENT ADVISING

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	22	39	7	0	0	1
NO	31	105	46	20	6	9

SUPERVISE RESIDENCEHALL COUNSELORS

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	20	34	2	0	2	0
NO	33	110	51	24	4	10

OFF CAMPUS HOUSING

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	12	20	0	0	0	0
NO	41	124	53	24	6	10

DEAN OF WOMEN'S OFFICE

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	13	25	2	1	0	0
NO	40	119	51	23	6	10

ADVISING CAMPUS
STUDENT ORGANIZATIONS

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	19	30	1	2	1	2
NO	34	114	52	22	5	8

RESPONSIBILITY FOR
FRATERNITIES

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	9	13	0	1	0	0
NO	44	131	53	23	6	10

DEAN OF MEN'S OFFICES

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	14	26	2	1	0	0
NO	39	118	51	23	6	10

Testing

Well over two thirds of counseling services are responsible for freshman testing.

Two factors seem to be influencing whether the counseling service provides machine test scoring for academic departments. In the smaller schools it is likely that such

a service is not available, in many of the larger schools it is available and is the responsibility of the counseling service. In still larger institutions, a separate organization probably provides this service.

FRESHMAN TESTING

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	38	100	41	17	3	4
NO	15	44	12	7	3	6

MACHINE TEST SCORING FOR ACADEMIC DEPARTMENTS

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	1	23	21	12	2	3
NO	52	121	32	12	4	7

Religious Counseling

Only a few institutions provide religious counseling, and, as might be expected, religious institutions show the highest percentage. Less than a third of religious institutions offer pastoral or religious counseling.

PASTORAL OR RELIGIOUS COUNSELING

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	19	22	1	2	1	1
NO	34	122	52	22	5	9

PASTORAL OR RELIGIOUS COUNSELING

Type of Institution

	Public	Private	Religious
YES	10	16	20
NO	136	62	43

Evaluations

In some institutions, the counseling center apparently plays an administrative role in reaching decisions about admission or readmission. This is more frequent in the smaller institutions, but occurs also in the larger ones.

EVALUATIONS

DIAGNOSIS FOR OTHER SCHOOL OR AGENCIES

(Enrollment)

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	10	36	14	5	2	4
NO	43	108	39	19	4	6

EVALUATING ALL ADMISSIONS

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	10	12	2	2	0	1
NO	43	132	51	22	6	9

EVALUATING BORDERLINE ADMISSIONS

(Enrollment)

<1000 4999						<1000 4999							
1000- 9999						1000- 9999							
5000- 14999						5000- 14999							
10000- 19999						10000- 19999							
15000- 20,000+						15000- 20,000+							
YES	18	51	23	6	1	3	YES	13	31	5	6	1	1
NO	35	93	30	18	5	7	NO	40	113	48	18	5	9

RECOMMEND READMISSION AFTER WITHDRAWAL FOR
EMOTIONAL PROBLEMS (all cases)

	< 1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000 +
YES	20	49	17	6	1	1
NO	33	95	36	18	5	9

Research

The majority of counseling services do studies of student characteristics within their own institutions, and many are involved in research on academic achievement and counseling. The smaller institutions are more likely to be involved in studies of academic achievement, while the larger are more likely to be involved in research on counseling. In the institutions with under 1000 enrollment, only a few are involved in research of any kind.

STUDIES OF STUDENT CHARACTERISTICS
WITHIN YOUR INSTITUTION

(Enrollment)

	< 1000	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	30	71	36	20	4	5
NO	23	73	17	4	2	5

RESEARCH ON ACADEMIC ACHIEVEMENT

	<1000 4999	1000- 4999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	8	34	23	11	1	3
NO	45	110	30	13	5	7

RESEARCH ON COUNSELING

(Enrollment)

	<1000 4999	1000- 9999	5000- 9999	10000- 14999	15000- 19999	20,000+
YES	4	18	19	14	2	6
NO	49	125	34	10	4	4

RESEARCH CONSULTANT
TO OTHER DEPARTMENTS

TO OTHER DEPARTMENTS						
<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	
YES	5	26	20	13	3	3
NO	48	117	33	11	3	7

Training

As expected, the larger institutions are more frequently involved in training and supervision, but a surprising number of centers in the smaller institutions also indicate that they supervise trainees.

Institutions in the middle size range are more likely to be involved with education than psychology.

<u>SUPERVISE PRACTICUM</u> <u>STUDENTS FROM PSYCHOLOGY</u>						<u>SUPERVISE PRACTICUM</u> <u>STUDENTS FROM EDUCATION</u>					
(Enrollment)											
<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+	<1000	1000-4999	5000-9999	10000-14999	15000-19999	20,000+
YES 6	21	15	10	2	5	YES 6	18	29	16	5	6
NO 47	123	38	14	4	5	NO 47	126	24	8	1	4

Other Information

Most institutions have a medical service, although a very few of even the larger schools do not provide such a service.

Presence of a Medical or Health Service on the Campus

	<u>Yes</u>	<u>No</u>
---1,000	49	5
1--1,999	73	6
2--2,999	27	0
3--3,999	21	2
4--4,999	18	0
5--5,999	14	1
6-10,000	37	1
10,000 +	36	1

The majority of smaller schools do not have a psychiatrist available, while the majority of larger schools do.

Availability of a Full- or Part-Time Psychiatrist

	<u>Yes</u>	<u>No</u>
---1,000	15	40
1--1,999	16	62
2--2,999	11	17
3--3,999	9	14
4--4,999	9	9
5--5,999	7	8
6-10,000	21	17
10,000 +	30	7

There is wide variation in the number of client interviews that a director has, even when the percent of time spent in counseling is accounted for. Those directors committed to less percentage time appear to be more heavily loaded for that amount of time than are directors committed to a greater time percentage.

Percent of Time Committed to Counseling and Number of Interviews

Per Week for the Counseling Director

% of Time Counseling	<u>Client Interviews Per Week</u>					
	10-14	15-19	20-24	25-29	30-34	35-40
---10	1	2	3	1	2	
10-19	5	4	5	5	1	2
20-29	4	7	13	7	3	1
30-39	4	4	3	6	2	2
40-49	3	6	6	1	6	4
50-59	7	9	14	15	9	10
60-69	1	3	4	3	3	5
70-79	1	1	11	9	5	2
80-89			2	5	2	3
90+	2	1	4	2	2	3

While the forty- to sixty-minute appointment is most common, there is some variation among counseling services. There is even more variation in the case load carried by a full-time counselor.

Number of Client Interviews Per Week and Length of Interview

Length of Interview in Minutes	<u>Number of Interviews</u>					
	10-14	15-19	20-24	25-29	30-34	35-40
11-19 minutes		1	1	2	1	
20-29	3		1	2	1	3
30-39	7	3	6	10	5	17
40-49	4	4	13	10	9	8
50-59	12	26	37	26	12	3
60-69	2	4		7	6	1
70-79				1		
80-89						
90+	1					

I. Counselor/Student Ratio

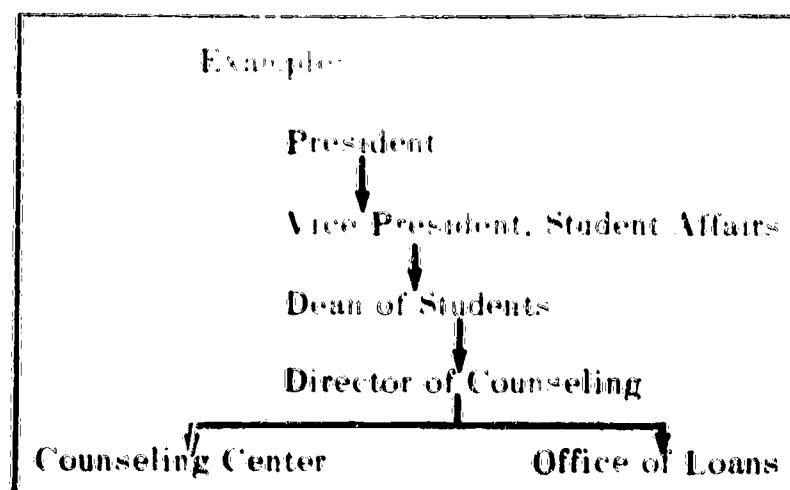
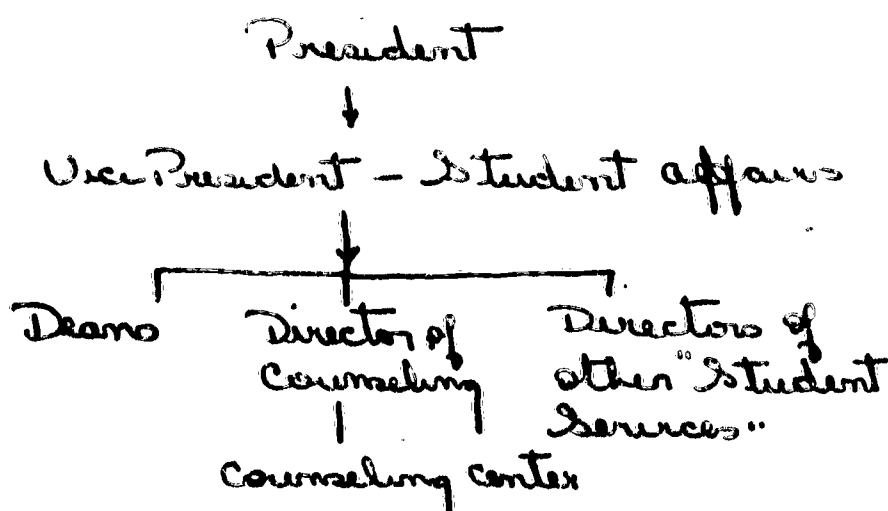
1. What is the full time student enrollment? 7133
2. How many full time equivalent counselors are there on your staff? 3
3. If the ratio of these two numbers does not give a fair estimate of the counselor/student ratio on your campus, would you make such an estimate and explain on the back of this page?
Counselor/Student ratio ~~approx 1:1000~~ 4/7133
4. Does your institution have a Student Health Service or Medical Service? yes X no
5. Does your institution employ or retain a psychiatrist? yes no X Community referral sources are abundant.

II. Case load

1. What proportion of the students on your campus are seen by a counselor at some time during their academic career? 33 %
2. Is this figure an estimate, or the result of a study? estimate X study
3. How many client interviews, per week, does a full time counselor handle? (approximate average during the academic year) 30+ interviews/week.
4. How long is the typical scheduled interview? 45 minutes
5. If graduate assistants are used as counselors, how many client interviews, per/week, does a half time graduate assistant handle? interviews/week
6. What is the average number of interviews for a client at your center? 2 interviews
7. Is this figure an estimate or the result of a study? estimate X study
8. Do you have a policy that limits the number of interviews that staff members may have with a client? yes no X
9. What proportion of your time do you, as director, spend in each of the following activities?
75 % counseling (seeing clients, writing notes, etc.)
5 % teaching (formal classes)
5 % staff meetings
2 % committee meetings
5 % supervising students
0 % research
15 % administration of the counseling service
0 % other
If you have other major time commitments, please list them on a separate page.
10. As director, how many client interviews do you average per week? 25 interviews per week.
11. If you view your time breakdown or case load as a problem, please comment on a separate page.

Administrative Functioning on the Campus.

Please diagram the direct line of authority for the director of the counseling service.



Has this administrative structure led to any particular problems for the Counseling Center? yes ☒ no.
(If yes, please comment on a separate page.)

Following is a check list of personnel and counseling functions. Please check those that are part of your responsibility as a counseling center.

- ☒ Counseling for study problems.
- ☒ Counseling for choice of major field
- ☒ Counseling for personal problems.
- ☒ Short term counseling of severe emotional problems. — *Referral*
- ☐ Long term counseling of severe emotional problems.
- ☒ Group counseling
- ☐ Disciplinary counseling
- ☒ Diagnosis for other schools or agencies.
- ☐ Remedial reading
- ☒ Tutoring in academic subject areas
- ☒ Pre-college counseling
- ☐ Summer orientation program
- ☒ Counseling the faculty re. student problems
- ☒ Counseling the faculty re. personal problems
- ☐ Counseling student's spouse.
- ☐ Student loans
- ☐ Student scholarships
- ☐ Recruiting students
- ☐ Foreign student advising
- ☐ Supervising residence hall counselors
- ☐ Off campus housing
- ☐ Evaluating all admissions
- ☒ Evaluating borderline admissions
- ☒ Recommend readmission after failure (all cases)
- ☒ Recommend readmission after withdrawal for emotional problems (all cases)
- ☐ Pastoral or religious counseling

- ☐ Advising campus student organizations.
- ☐ Evaluate all disciplinary cases.
- ☐ Evaluate referred disciplinary cases.
- ☐ Responsibility for fraternities.
- ☐ Counseling all students on academic probation.
- ☐ Freshman testing.
- ☐ Machine test scoring for academic departments.
- ☒ Studies of student characteristics within your institution.
- ☐ Research on academic achievement
publications in 1964
- ☐ Research on counseling
publications in 1964
- ☐ Research consultant to other departments.
- ☒ Supervise practicum students from psychology
- ☒ Supervise practicum students from education
- ☐ Dean of women's office
- ☐ Dean of men's office

Other important functions: please list:

If you would like a directory of counseling service administrators in the U.S., please check here ☒

Comments:

1966-67 Academic year: we hope to employ 2 full time Counselors with the Ph.D. or Ed.D.

SURVEY OF COUNSELING DIRECTORS
U.S. OFFICE OF EDUCATION, GRANT #OE-5-10-302

E. R. Oetting
Colorado State University

BRIEF REPORT

Response Rate (% of all institutions responding)

<u><1000</u>	<u>1-5000</u>	<u>5-10000</u>	<u>>10000</u>
59	95	87	95

% of Respondents Having a Counseling Service

<u><1000</u>	<u>1-5000</u>	<u>5-10000</u>	<u>>10000</u>
26	70	89	96

	<u>COUNSELOR/STUDENT RATIO</u>					
	<u><5000</u>		<u>5-10000</u>		<u>>10000</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
<1:1000	60	31				
1:1000-1:1499	70	37	7	13	6	19
1:1500-1:1999	26	14	13	25	3	10
1:2000-1:2499	14	07	8	15	11	35
1:2500-1:2999	10	05	5	10	3	10
Over 1:3000	11	06	19	37	8	26

Number of Client Interviews Per Full-Time Counselor

	<u><5000</u>	<u>5-10000</u>	<u>>10000</u>
10-14	24	2	3
15-19	21	11	7
20-24	38	14	13
25-29	37	14	5
30-34	22	6	7
35-40	26	6	2

Grand Total: 100

Commitment of Counseling Director's Time< 5000

	<u>X</u>	<u>Standard Deviation</u>	<u>% Marking 0</u>
<u>Counseling</u>	48.26	23.66	2.56
<u>Teaching</u>	16.08	18.69	38.97
<u>Staff Meetings</u>	3.93	3.96	31.44
<u>Committee</u>			
<u>Meetings</u>	5.04	5.65	26.80
<u>Supervising</u>			
<u>Students</u>	3.03	7.41	71.65
<u>Research</u>	4.56	9.37	53.61
<u>Administration</u>			
<u>of Center</u>	12.61	11.74	14.95
<u>Other</u>	4.62	14.48	86.08

5-10000

	<u>X</u>	<u>Standard Deviation</u>	<u>% Marking 0</u>
<u>Counseling</u>	42.32	22.12	.00
<u>Teaching</u>	15.34	15.80	35.85
<u>Staff Meetings</u>	4.89	3.80	11.32
<u>Committee</u>			
<u>Meetings</u>	4.49	4.19	22.64
<u>Supervising</u>			
<u>Students</u>	3.81	5.89	52.83
<u>Research</u>	7.60	7.51	24.53
<u>Administration</u>			
<u>of Center</u>	21.53	17.87	.00
<u>Other</u>	.19	.97	94.34

> 10000

	<u>X</u>	<u>Standard Deviation</u>	<u>% Marking 0</u>
<u>Counseling</u>	23.14	18.03	8.33
<u>Teaching</u>	11.03	9.42	25.00
<u>Staff Meetings</u>	8.08	4.78	5.56
<u>Committee</u>			
<u>Meetings</u>	6.58	4.79	13.89
<u>Supervising</u>			
<u>Students</u>	4.17	6.08	52.78
<u>Research</u>	9.03	7.94	22.22
<u>Administration</u>			
<u>of Center</u>	35.28	19.60	0.00
<u>Other</u>	2.42	12.49	91.67

FUNCTIONS OF COUNSELING CENTER

No. and % Checking "Yes"

	<u>SIZE</u>					
	<u><5000</u>		<u>5-1000</u>		<u>10000+</u>	
	No.	%	No.	%	No.	%
Evaluating all admissions	22	11	2	4	3	8
Evaluating borderline admissions	69	6	23	43	10	25
Recommend readmission after failure	43	22	5	9	8	20
Recommend readmission after withdrawal for emotional problems (all cases)	69	35	17	32	8	20
Pastoral or religious counseling	41	21	1	2	4	10
Advising campus student organizations	49	25	1	2	5	13
Evaluate all disciplinary cases	32	16	0	0	1	3
Evaluate referred disciplinary cases	69	35	16	30	9	23
Responsibility for fraternities	22	11	0	0	1	3
Counseling all students on academic probation	65	33	8	15	3	8
Freshman testing	138	70	41	77	24	60
Machine test scoring for academic departments	24	12	21	40	17	43
Studies of student characteristics within your institution	101	51	36	68	29	73
Research on academic achievement	42	21	23	43	15	38
Research on counseling	22	11	19	36	22	55
Research consultant to other departments	31	16	20	38	19	48
Supervise practicum students from psychology	27	14	15	28	17	43
Supervise practicum students from education	24	12	29	55	27	68
Dean of men's office	40	20	2	4	1	3
Dean of women's office	38	19	2	4	1	3

FUNCTIONS OF COUNSELING CENTER

No. and % Checking "Yes"

	<u>SIZE</u>					
	< 5000		5-10000		10000+	
	No.	%	No.	%	No.	%
Counseling for study problems	184	93	48	91	37	93
Counseling for choice of major field	166	84	50	94	37	93
Counseling for personal problems	192	97	52	98	35	88
Short term counseling of severe emotional problems	149	76	41	77	32	80
Long term counseling of severe emotional problems	46	23	19	36	13	33
Group counseling	85	43	30	57	29	55
Disciplinary counseling	52	26	3	6	4	10
Diagnosis for other schools or agencies	46	23	14	26	11	28
Remedial reading	42	21	15	28	15	38
Tutoring in academic subject areas	19	10	3	6	0	0
Pre-college counseling	63	32	31	58	26	65
Summer orientation program	60	30	20	38	19	48
Counseling the faculty re. student problems	139	71	36	68	22	55
Counseling the faculty re. personal problems	64	32	16	30	16	40
Counseling student's spouse	61	31	29	55	25	63
Student loans	38	19	1	2	2	5
Student scholarships	45	23	1	2	1	3
Recruiting students	26	13	1	2	0	0
Foreign student advising	61	31	7	13	1	3
Supervising residence hall counselors	54	27	2	4	2	5
Off campus housing	32	16	0	0	0	0

SALARIES OF COUNSELING CENTER DIRECTORS
IN THOUSANDS OF DOLLARS

<u>Size</u>	<u>Median</u>	<u>Q1</u>	<u>Q3</u>	<u>Range</u>
1000	9-10000	8-9000	11-12000	6000-14-15000.
1-5000	10-11000	9-10000	12-13000	6-7000 - 15-16000
5-10000	12-13000	11-12000	13-14000	7-8000 - 18-19000
10000+	13-14000	12-13000	14-15000	
<u>Degree</u>				
PhD	11-12000	9-10000	13-14000	7-8000 - 20000+
EdD	11-12000	10-11000	12-13000	6-7000 - 15-16000
Masters	8-9000	7-8000	10-11000	6-7000 - 15-16000

SALARIES OF COUNSELING CENTER STAFF

<u>Size</u>	<u>Median</u>	<u>Q1</u>	<u>Q3</u>	<u>Range</u>
1000	7-8000	6-7000	10-11000	6000 - 12-13000
1-5000	8-9000	6-7000	10-11000	6000 - 14-15000
5-10000	8-9000	7-8000	10-11000	6000 - 13-14000
10000+	9-10000	8-9000	10-11000	6000 - 15-16000
<u>Degree</u>				
PhD	10-11000	9-10000	11-12000	7-8000 - 14-15000
EdD	9-10000	9-10000	11-12000	7-8000 - 14-15000
Master	8-9000	7-8000	9-10000	6000 - 14-15000
Bachelor	6-7000	6000	7-8000	6000 - 9-10000

DIRECTORY OF COUNSELING SERVICE ADMINISTRATORS

This directory has been compiled on the basis of a survey of all four year institutions of higher learning in the United States. If a school is not named, either it indicated that it did not have a counseling service, or it failed to respond to the questionnaire.

This listing should be treated as confidential information, for use in counseling or research, and should not be released for sales or general mailing purposes.

E. R. Oetting
Assoc. Prof.
Colorado State University
Fort Collins, Colorado

ALABAMA

University of Alabama
J. E. Mickler
Director, Univ. Test Services
University, Alabama

Athens College
Dr. J. E. Bathurst
Director of Testing and Counseling
Athens, Alabama

Auburn University
W. Harold Grant
Director, Stud. Counseling Center
Auburn, Alabama

Florence State College
Dr. W. T. Mc Elheny
Director of Student Affairs
Florence, Alabama

Oakwood College
Prof. Douglas Tate
Guidance Counselor
Huntsville, Alabama

St. Bernard College
Rev. Ronald Veigl O.S.B.
Guidance Director
St. Bernard, Alabama

Troy State College
A. L. Vines
Director of Guidance Services
Troy, Alabama

Tuskegee Institute
Mrs. E. R. Benson
General Counselor
Tuskegee, Alabama

ALASKA

University of Alaska
Dr. Kenneth K. Martin
Head, Counseling and Testing
College, Alaska

ARIZONA

University of Arizona
Dr. Newton E. James
Director Student Counseling Bureau
Tucson, Arizona

Arizona State College
Dean Joseph Rolie
Dean of Personnel Services
Flagstaff, Arizona

Arizona State University
Dr. Robert Heimann
Prof. of Educ. and Dir. Guid. Cen.
Tempe, Arizona

Grand Canyon College
Paul A. Youngs
Dean of Students
Phoenix, Arizona

ARKANSAS

University of Arkansas
Dr. Glenn Cole
Prof. of Education
Fayetteville, Arkansas

Arkansas A. and M. College
C. Alton Boyd
Director, Counseling Services
Monticello, Arkansas

Ark. Agr. Mech. and Normal
Rudolph V. Green
Director, Counseling Center
Colpine Bluff, Arkansas

Arkansas State College
Jimmy Mc Cluskey
Guidance Counselor
Jonesboro, Arkansas

Arkansas Poly. College
Neel B. Brummett
Guidance Director
Russellville, Arkansas

Arkansas St. Teachers College
Dr. Paul Witherspoon
Prof. of Psych. and Dir. of Testing
Conway, Arkansas

Henderson St. Teachers College
Dr. Mary Stephenson
Director of Guidance and Counseling
Arkadelphia, Arkansas

Ouachita Baptist University
Dr. Maurice Hurley
Director, Research and Counsel.
Arkadelphia, Arkansas

Southern State College
Dr. George Harrod
Counselor
Magnolia, Arkansas

CALIFORNIA

Azusa College
Clinton W. Jones
Director, Testing and Counseling
Azusa, California

Biola College
Mr. Terry Rose
College Counselor
La Mirada, California

University of California
Barbara A. Kirk
Director, Counseling Center
Berkeley, California

University of California
Sumner B. Morris
Manager, Counseling Service
Davis, California

University of California
Dr. David W. Palmer
Mang., Student Counseling Center
Los Angeles, California

University of California
Ronald A. Roston
Manager, Stud. Counseling Center
Riverside, California

Calif. Lutheran College
Dr. Robert S. Hage
Director of Counseling
Thousands Oaks, California

Calif. St. Col. at Fullerton
Dr. Arthur L. Tollefson
Assoc. Dean of Stud. Coun. Test.
Fullerton, California

California St. Poly. College
Dr. J. B. Stone
Assoc. Dean of Students
San Luis Obispo, California

Chapman College
Miss Betty Hofenstein
Asst. Dean of Students
Orange, California

Chico State College
Dr. Norman B. Brice
Coordinator of Counseling
Chico, California

Claremont Men's College
Thomas R. Brigante
Director, Counseling Center
Claremont, California

College of Holy Name
Sister Mary Beatista
Dean of Students
Oakland, California

Fresno State College
Deryle K. Allen
Associate Dean
Fresno, California

George Pepperdine College
Dr. Robert Holland
Chairman, Dept. of Psych.
Los Angeles, California

Harvey Mudd College
Dr. Thomas Brigante
Director, Counseling Center
Claremont, California

Humboldt State College
E. Nedd Girard
Assoc. Dean-Counseling Testing
Arcata, California

Immaculate Heart College
Sister M. Aloyse
Director, Psy. Services
Los Angeles, California

La Verne College
Dr. Dwight L. Hanawalt
Dean of Students
La Verne, California

Lincoln University
Dr. Edward Schneider
University Psychologist
San Francisco, California

Loma Linda University
L. E. Mc Clain
Dean of Students
Loma Linda, California

Long Beach St. College
Dr. Kenneth C. Weisbrod
Assoc. Dean Coun. and Testing
Long Beach, California

Los Angeles Baptist College
Dr. Elyot Johnson
Dean of Students
Newhall, California

Loyola Univ. of Los Angeles
Dr. Alex D. Aloia
Director, Guidance Center
Los Angeles, California

Marymont College
Dr. Peter Damian
Counselor
Palos Verdes Est, California

Mt. St. Mary's College
Mrs. Arlene Metha
Counselor
Los Angeles, California

College of Notre Dame
Sister Marion
Dean of Students
Belmont, California

Occidental College
Dr. D. Hearson and Dr. C. Faber
Counseling Psychologists
Los Angeles, California

University of Pacific
Mrs. Beth Mason
Director of Counseling
Stockton, California

Pacific Union College
Miss Elenor Spoor
Assoc. Dean of Students
Angwin, California

Pomora College
Dr. Thomas Brigante
Director, Counseling Center
Claremont, California

Sacramento St. College
Dr. Richard Morrison
Assoc. Dean of Stud., Coun., Test.
Sacramento, California

San Diego State College
Earl Peisner
Coord. of Counseling
San Diego, California

San Fernando Val. St. College
Dr. Fred W. Thompson
Assoc. Dean Counseling and Testing
Northridge, California

University of San Francisco
Dr. Thomas D. Mc Sweeney
Coord., Acad. Advising Program
San Francisco, California

University of San Francisco
Robert G. Milligan, Ph.D.
Director, Testing and Counseling
San Francisco, California

San Francisco St. College
Ralph M. Rust, Ph.D.
Director of Counseling Center
San Francisco, California

Scripps College
Mrs. Mary Duryea
Dean of Students
Claremont, California

Sonoma State College
Dr. Narvin N. Dillon
Dean, Counseling and Testing
Rohnert Park, California

Stanford University
Dr. John D. Black
Director, Counseling and Testing
Stanford, California

Stanislaus State College
Dr. Jerome J. Beamish
Assoc. Dean of Student Affairs
Turlock, California

St. Patrick's College
John Prusmack, M.D.
Counseling Coordinator
Menlo Park, California

COLORADO

Adams State College
Dr. Lloyd G. Swenson
Dean of Student Affairs
Alamosa, Colorado

University of Colorado
Theodore C. Volsky
Dir., Dept. of Coun. and Testing
Boulder, Colorado

Colorado College
Dorothy P. MacDonald, Ph.D.
Director, Counseling Center
Colorado Springs, Colorado

Colorado State College
Dr. Theodore Nelson
Director of Counseling
Greeley, Colorado

Colorado State University
Dr. Allen E. Ivey
Director of Counseling Center
Fort Collins, Colorado

Colorado Woman's College
Mrs. Marian Woods
Director, Counseling Center
Denver, Colorado

University of Denver
Dr. Janet E. Redfield
Director, Student Counseling
Denver, Colorado

Fort Lewis College
Nicholas J. Heidy
Educational Advisor
Durango, Colorado

Loretta Heights College
Miss Esther M. Dimchevsky
Director of Counseling
Loretta, Colorado

Regis College
Prof. John V. Coyne
Asst. Dean
Denver, Colorado

U. S. Air Force Academy
Major Clifford W. Muchow
Director, Cadet Counseling
Colorado Springs, Colorado

CONNECTICUT

University of Connecticut
Robert E. Hewes
Dean of Students
Storrs, Connecticut

Central Conn. St. College
William D. Chatfield
Dean of Students
New Britain, Connecticut

Connecticut College
Dr. Anthony Axiotis
College Psychiatrist
New London, Connecticut

Fairfield University
Rev. Thomas A. McGrath
Director Psychological Services
Fairfield, Connecticut

Quinnipar College
R. Gordon Pauluccy
Director, Student Personnel
Hamden, Connecticut

Trinity College
Dr. George C. Higgins
College Counselor
Hartford, Connecticut

Wesleyan University
Dr. C. Hess Haagen
Director, Counseling Service
Middletown, Connecticut

Yale University
Norman Harrower, Jr.
Director, Career Advisory Office
New Haven, Connecticut

DELAWARE

University of Delaware
John E. Worthen
Director, Counseling and Testing
Newark, Delaware

Delaware State College
Miss Laurie Johnson
Director of Counseling Services
Dover, Delaware

FLORIDA

Barry College
Sister Grace Ellen, O.P.
Dean of Students
Miami, Florida

Bethune Cookman College
Edward R. Rodriguez
Director, Student Welfare
Daytona Beach, Florida

University of Florida
Dr. Harry Grater
Head, Univer. Counseling Center
Gainesville, Florida

Florida A. and M. University
Dr. James D. Beck
Coordinator, Academic Counseling
Tallahassee, Florida

Florida Memorial College
Mrs. James Tucker
Student Advisor
St. Augustine, Florida

Florida State University
George W. Young
Acting Dir., Counseling Center
Tallahassee, Florida

Jacksonville University
Dr. Claude E. Thompson
Director, Counseling and Testing
Jacksonville, Florida

University of Miami
Dr. Jess Spirer
Director, Guidance Center
Coral Gables, Florida

Rollins College
Dr. Carol Burnett
Director, Psych. Services
Winter Park, Florida

Stetson University
Dr. George W. Hood
Dean of Students
Deland, Florida

University of Tampa
Dr. Willis J. Dunn
Director of Counseling
Tampa, Florida

GEORGIA

Atlanta University
Malcolm Dean
Dean of Men
Atlanta, Georgia

Berry College
Director, Counseling
Mount Berry, Georgia

Clark College
Mrs. Johnnie M. Rainey
Counselor
Atlanta, Georgia

Emory University
Dr. Jay Knopf
Chairman, Dept. of Psych.
Atlanta, Georgia

Fort Valley State College
Mr. Julius C. Simmons
Acting Dir., Student Per. Serv.
Fort Valley, Georgia

University of Georgia
Dr. Travis Osborne
Director, Guidance Center
Athens, Georgia

Georgia Institute of Tech.
James A. Strickland
Director of Guidance
Atlanta, Georgia

Georgia State College
Thomas Mc Donald
Director, Testing and Counseling
Atlanta, Georgia

Mercer University
Mr. Pasquale E. Maffeo
Director, Testing and Guidance
Macon, Georgia

Morehouse College
Samuel J. Tucker
Director, Personnel and Guidance
Atlanta, Georgia

Spelman College
Mrs. La Conyer Butler
Coord. Freshman Counselors
Atlanta, Georgia

HAWAII

Church Col. of Hawaii
Dr. Pat Barney
Head Counselor
Laie Oahu, Hawaii

University of Hawaii
Dr. John Michel
Director, Counseling and Testing
Honolulu, Hawaii

IDAHO

College of Idaho
Dr. S. Gene Odle
Dean of Students
Caldwell, Idaho

University of Idaho
Donald Kees
Director, Counseling Services
Moscow, Idaho

Idaho State University
Jay M. Toewa, Ed.D.
Director, Counseling and Testing
Pocatello, Idaho

Northwest Nazarene College
Bernard Seaman
Director, Testing Bureau
Nampa, Idaho

ILLINOIS

Augustana College
Dr. R. W. Hansen
Director, Student Counseling
Rock Island, Illinois

Barat Col. of the Sacred Heart
Mother B. H. Chambers, RSCJ
Counseling Psychologist
Lake Forest, Illinois

Bradley University
Dr. Melvin E. Stebbins
Director, Special Services
Peoria, Illinois

University of Chicago
Mrs. Anita S. Sandke
Dir., Career Counseling and Place.
Chicago, Illinois

Concordia Teachers College
Dr. Victor C. Krause
Director, Schmieding Center
River Forest, Illinois

Depaul University
Dr. Ernest J. Doleys
Director, Counseling Center
Chicago, Illinois

Eastern Illinois University
Dr. James Corey
Director, Counseling Center
Charleston, Illinois

Elmhurst College
W. F. Denman
Dean of Students
Elmhurst, Illinois

University of Illinois
William M. Gilbert
Director, Counseling Service
Champaign, Illinois

Illinois Institute of Tech.
George S. Spear
Director, Psych. Services
Chicago, Illinois

Illinois St. Univ. at Normal
Dr. Stanley S. Marzolf
Dir., Psych. Counseling Service
Normal, Illinois

Lake Forest College
Dr. John Graham
Asst. Prof. Psych.
Lake Forest, Illinois

Lewis College
Ralph M. Mesenbrink
Director of Counseling
Lockport, Illinois

Loyola University
Thomas M. Kennedy
Dir., Student Psy. Services
Chicago, Illinois

Mac Murray College
Phoebe E. Wilkins
Counseling Coordinator
Jacksonville, Illinois

Millikan University
Dr. Henry F. Gromoll
Consulting Psych.
Decatur, Illinois

Northern Illinois University
Silas Clifton
Director, Counseling Center
DeKalb, Illinois

North Park College
Dr. Truman G. Esau
Director, Covenant Counsel. Center.
Chicago, Illinois

Northwestern University
James C. McLeod
Dean of Students
Evanston, Illinois

Olivet Nazarene College
John Cotner, Ph.D.
Dean of Students
Kankakee, Illinois

Rockford College
Dr. Stanley Gross
Dean of Students
Rockford, Illinois

Roosevelt University
Mrs. Alyce E. Pasca
Director, Counseling and Testing
Chicago, Illinois

Southern Illinois University
Dr. Jack W. Graham
Dean of Students
Carbondale, Illinois

College of St. Francis
Sister M. Joanne
Dean of Women
Joliet, Illinois

St. Procopius College
Rev. Roman Gallardi O.S.B.
Director
Lisle, Illinois

Western Illinois University
John S. Storey
Coord., Counsel. and Test. Serv.
Macomb, Illinois

Wheaton College
Arthur H. Volle
Director of Counseling
Wheaton, Illinois

INDIANA

Ball State Teachers College
Morton D. Dunham
Director, Counseling and Psych.
Muncie, Indiana

Depauw University
Richard Kelly
Dir., Bureau of Testing and Resear.
Greencastle, Indiana

University of Notre Dame
Edward R. Quinn
Director, Dept. of Guidance
Notre Dame, Indiana

IOWA

Drake University
Robert Duffey
Director of Counseling and Testing
Des Moines, Iowa

University of Iowa
Dr. John O. Crites
Director, Univ. Counsel. Service
Iowa City, Iowa

State College of Iowa
Paul C. Kelso
Director, Counseling Service
Cedar Falls, Iowa

Iowa St. Univ. of SC. and Tech.
Martin F. Fritz
Director, Stud. Counsel. Service
Ames, Iowa

KANSAS

Baker University
Margaret H. Horrell
Dean of Students
Baldwin, Kansas

College of Emporia
John J. Mitchell
Dean of Students
Emporia, Kansas

Friends University
E. James Faubel
Director of Personnel
Wichita, Kansas

University of Kansas
E. Gordon Collister
Director, Guidance Bureau
Lawrence, Kansas

Kansas State Teachers College
Charles A. Baznik
Head, Counseling Services
Emporia, Kansas

Kansas St. Col. of Pittsburg
E. G. Kennedy
Director, Guidance Services
Pittsburg, Kansas

Kansas State University
David G. Danskin
Director, Counseling Center
Manhattan, Kansas

Washburn University
Harold L. Hula
Director, Counseling and Testing
Topeka, Kansas

KENTUCKY

Bellarmino College
Patrick R. Holland
Director, Counseling Center
Louisville, Kentucky

Berea College
Paul C. Hager
Director, Guidance and Testing
Berea, Kentucky

Campbellsville College
Mrs. Bonnie Coppock
Director, Counseling and Testing
Campbellsville, Kentucky

Gatherine Shalading College
Sister Agnes Lucile Raley
Chairman Psych. Depart.
Louisville 3, Kentucky

Centre College of Kentucky
Dr. Leroy Ullrich
Director, Counseling Services
Danville, Kentucky

Eastern Kentucky St. College
Bentley Hilton
Director, Counseling Services
Richmond, Kentucky

University of Kentucky
Dr. Harriett Rose
Act. Dir., Univer. Counsel. Serv.
Lexington, Kentucky

Kentucky State College
Dr. James F. Mc Clellan
Dean of Students
Frankfort, Kentucky

Morehead State College
Dr. Golden I. Langdon
Director, Counseling and Guid.
Morehead, Kentucky

Western Kentucky St. College
John M. Lane
Director, Testing and Counseling
Bowling Green, Kentucky

LOUISIANA

Grambling College
Dr. Kara V. Jackson
Director, Student Personnel
Grambling, Louisiana

Louisiana College
Dr. George E. Hearn
Director, Guidance and Testing
Pineville, Louisiana

Louisiana Poly. Institute
Miss Hazel Shively
Guidance Counselor
Ruston, Louisiana

Louisiana State University
Dr. George H. Deer
Dean, Junior Division
Baton Rouge, Louisiana

Mc Neese State College
Dr. E. F. Mc Laughlin
Head, Dept. Special Services
Lake Charles, Louisiana

N. W. State Col. of Louisiana
Tandy W. Mc Elwee
Director, Counseling and Testing
Natchitoches, Louisiana

Southeastern Louisiana Col.
College Stat.,
Dr. Lyman L. Jones
Director of Testing
Hammond, Louisiana

Univ. of Southwestern La.
Kenneth B. Hait
Director, Testing Bureau
Lafayette, Louisiana

Tulane Univ. of Louisiana
Mrs. Hanet Hansche
Guidance Officer
New Orleans, Louisiana

MAINE

Bates College
Ross Cummins
Director, Guidance and Placement
Lewiston, Maine

University of Maine
Dr. Robert A. Apostol
Dir. Univ. Testing and Counseling
Orono, Maine

Masson College
William W. Hoag
Director of Placement
Springvale, Maine

MARYLAND

Columbia Union College
John Cannon
Director, Guidance Services
Takoma Park, Maryland

John Hopkins University
Dr. G. Wilson Shoppr
Director, Psych. Clinic
Baltimore, Maryland

University of Maryland
Thomas Magoon
Director, Counseling Center
College Park, Maryland

Morgan State College
Dr. Ruth Brett
Coord., Student Personnel Serv.
Baltimore, Maryland

Col. of Notre Dame of Maryland
Sister Mary Claudine, SSND
Director, Student Personnel
Baltimore, Maryland

St. Joseph College
Miss Edna M. Conlin
Dir., Voc. Guid. and Placement
Emmitsburg, Maryland

U. S. Naval Academy
Capt. D. M. Karcher U.S.N.
Asst. Dean of Student Affairs
Annapolis, Maryland

Washington College
A. Van Eyck Grobler
Psychologist
Chestertown, Maryland

Western Maryland College
Dr. William G. Miller
Coord., Counsel. and Test. Serv.
Westminster, Maryland

MASSACHUSETTS

Amherst College
Haskell R. Coplin
Student Counselor
Amherst, Massachusetts

Anna Maria College for Women
Mrs. Mary Plunkett
Guidance Counselor
Paxton, Massachusetts

Assumption College
William J. Rotondi
Coord., Career and Grad. Plan.
Worcester, Massachusetts

Boston University
Dr. John O. Gawne
Director of Counseling Service
Boston, Massachusetts

State College at Boston
Dr. Alice F. Linnehan
Dean of Women
Boston 15, Massachusetts

State College at Bridgewater
Dr. Ellen Shea
Dean of Students
Bridgewater, Massachusetts

Clark University
Dr. James M. Coffee
Director of Guidance and Placement
Worcester, Massachusetts

Eastern Nazarene College
Mr. A. Gordon Wetmore
Dean of Students
Quincy, Massachusetts

Emerson College
Oliver Woodruff
Dean of Students
Boston 16, Massachusetts

Emmanuel College
Rev. Henry P. Ouellette
Chairman, Psych. Dept.
Boston, Massachusetts

College of the Holy Cross
Dr. Paul J. Centi
Director, Counseling Center
Worcester, Massachusetts

Lesley College
Dolores G. La Caro
Coordinator of Counseling
Cambridge 38, Massachusetts

University of Massachusetts
Dr. J. Alfred Southworth
Director of Guidance
Amherst, Massachusetts

Mount Holyoke College
Miss Drue E. Matthews
Dir., Vocational Plan. and Placement
South Hadley, Massachusetts

State College at North Adams
George Jarch
Director, Student Per. Services
North Adams, Massachusetts

Northeastern University
Dr. Philip W. Pendleton
Director, Testing and Counseling
Boston, Massachusetts

Springfield College
Mr. John Cox
Director of Counseling Center
Springfield 9, Massachusetts

Stonehill College
Mr. Vincent L. Liuzzi
Director, Counseling Services
North Easton, Massachusetts

Suffolk University
Leo Lieberman Ed.D.
Director of Guidance
Boston, Massachusetts

Tufts University
Ellsworth C. Keil
Director of Counseling
Medford 55, Massachusetts

Wellesley College
Miss Teresa Frisch
Dean of Students
Wellesley, Massachusetts

State College at Westfield
Dr. Joseph F. Perez
Chairman, Dept. of Psych.
Westfield, Massachusetts

Worcester Poly. Institute
Martin C. Vande Visse
Dean of Student Affairs
Worcester, Massachusetts

Worcester State College
Dr. G. Flint Taylor
Director, Guid. and Admiss.
Worcester, Massachusetts

MICHIGAN

Albion College
Dr. Joseph C. Heston
Director, Bureau of Inst. Counsel.
Albion, Michigan

Alma College
Dr. John Kimball
Dean of Student Affairs
Alma, Michigan

Andrews University
Cecil Gemmell
Director of Counseling
Berrien Springs, Michigan

Calvin College and Seminary
Dr. Noel Bijkirk
Director, Psychological Inst.
Grand Rapids 6, Michigan

Central Michigan University
Dean C. Milton Pake
Dean of Stud. Per. Services
Mount Pleasant, Michigan

University of Detroit
Richard P. Dorais
Director, Psych. Ser. Center
Detroit, Michigan

Eastern Michigan University
Dr. Edward Jones
Dir. of Academic Advising
Ypsilant, Michigan

Ferris State College
 Dr. Donald Hecker
 Dir. Educ. Counseling Center
 Big Rapids, Michigan

Hope College
 Dr. Robert Brown
 Director of the Counseling Service
 Holland, Michigan

Mercy College of Detroit
 John Sullivan
 Director of Testing Guidance
 Detroit 19, Michigan

University of Michigan
 Edward S. Bordin
 Chief, Counseling Division
 Ann Arbor, Michigan

Michigan State University
 Donald L. Grummon
 Director, Counseling Center
 East Lansing, Michigan

Mich. Technological University
 Douglas A. Stuart
 Asst. Dean of Students
 Houghton, Michigan

Northern Michigan University
 Dr. W. A. Berg
 Director, Counseling Center
 Marquette, Michigan

Oakland University
 Dr. Kenneth Coffman
 Director of Psychological Services
 Rochester, Michigan

Spring Arbor College
 Rev. Verdon R. Duncel
 Chairman, Campus Ministries
 Spring Arbor, Michigan

Wayne State University
 Dr. William Knapp
 Director, Counseling and Testing
 Detroit, Michigan

Western Michigan University
 Dr. Donald Davis
 Director, Counseling Bureau
 Kalamazoo, Michigan

MINNESOTA

Augsburg College
 Dr. Frank Groven
 Director of Counseling Services
 Minneapolis 4, Minnesota

Bemidji State College
 Dr. Lewis J. Downing
 Dir. of Counsel. and Remedial Ser.
 Bemidji, Minnesota

Carleton College
 Dr. William Kirtner
 College Counselor
 Northfield, Minnesota

Hamline University
 Dr. Donald R. Makuer
 Dean of Men
 Saint Paul 1, Minnesota

Malcaster College
 Lawrence A. Young
 Director of Counseling
 St. Paul 1, Minnesota

Mankato State College
 Dr. N. K. Baumgart
 Dean of Students
 Mankato, Minnesota

Univ. of Minnesota at Duluth
 Mr. Bruce Rutherford
 Coord. of Counsel. and Faculty
 Duluth, Minnesota

University of Minnesota
 Ralph F. Berdie
 Dir. of Studies of Stud. Life
 Minneapolis, Minnesota

Univ. of Minnesota at Morris
 Dr. John Wine
 Director, Counseling Service
 Morris, Minnesota

Moorehead State College
 Dr. Richard Y. Reed
 Director, Counseling Services
 Moorehead, Minnesota

College of Saint Benedict
 Mr. Richard Schraeder
 Guidance Director
 Saint Joseph, Minnesota

The College of Saint Catherine
Marie Corrigan
Director of Counseling
Saint Paul 16, Minnesota

Saint Cloud St. College
Dr. Victor Lohman
Dir., Psych. Services Center
Saint Cloud, Minnesota

Saint Johns University
Edwin Hark
Director of Counseling and Testing
Collegeville, Minnesota

Saint Marys College
Mr. Eric Larson
Director of Counseling
Winona, Minnesota

College of Saint Scholastica
Sister Ann Pierre
Director of Counseling
Duluth 11, Minnesota

Winona State College
Dr. G. M. Christensen
Psych. Services
Winona, Minnesota

MISSISSIPPI

Delta State College
Dr. H. E. Lucy
Director, Counseling and Testing
Cleveland, Mississippi

Jackson State College
Mr. Roland L. Buchanan
Dean of Students
Jackson, Mississippi

Millsaps College
John H. Christmas
Dean of Students
Jackson 10, Mississippi

University of Mississippi
Mrs. Mildred Harrison
Director, Stud. Counseling Center
University, Mississippi

Mississippi College
Dr. Joel O. Keeter
Director of Guid. Center
Clinton, Mississippi

Miss. St. College for Women
L. W. Marsalis
Coordinator of Guidance
Columbus, Mississippi

Mississippi State University
Joe Dollar
Director, Guidance and Counseling
State College, Mississippi

Univer. of Southern Miss.
Dr. Sidney Weatherford
Dean Basic Col., Dir. Stud. Couns.
Hattiesburg, Mississippi

Tougaloo South. Christain Col.
Mr. Richard Johnson
Dean of Students
Tougaloo, Mississippi

MISSOURI

Central Missouri St. College
Dr. Robert W. Culp
Director, Counseling Center
Warrensburg, Missouri

Drury College
Dr. Ed Hill
Coord. of Counseling
Springfield, Missouri

Fontbonne College
Sister John Amadeus Fronke
Director of Guidance
Saint Louis 5, Missouri

Lindenwood College
Marg Lichliter
Dean of Students
St. Charles, Missouri

Lincoln University
Theodore R. Bryant
Director of Counseling and Testing
Jefferson City, Missouri

Maryville Coll. of Sac. Heart
Mother M. Fitzpatrick
Dean of Women
Saint Louis 41, Missouri

University of Missouri
Dr. Paul T. King
Director, Testing and Counseling
Columbia, Missouri

Univer. of Mo. at Kansas City
Paul T. Correll, Ed.D.
Director, Counseling Center
Kansas City, Missouri

University of Missouri
Paul T. King
Director, Testing and Counseling
St. Louis, Missouri

Northeast Mo. St. Teachers Col.
Dr. Robert M. Wright
Director, Stud. Per. Services
Kirksville, Missouri

Southwest Missouri St. Col.
Forest E. Tate
Director, Counseling Center
Springfield, Missouri

St. Louis University
Richard C. Nickeson
Director, Guidance Center
St. Louis, Missouri

Stephens College
Dr. Eugene Shepard
Director, Counseling Services
Columbia, Missouri

Washington University
Dr. John M. Whiteley
Director, Student Services
St. Louis, Missouri

William Jewell College
E. W. Holzapfee
V-F Student Affairs
Liberty, Missouri

William Woods College
Mrs. Peggy Clinton
Director, Counseling
Fulton, Missouri

MONTANA

Carroll College
Thomas F. Monahan
Director, Counseling Services
Helena, Montana

Eastern Mont. College of Ed.
Dr. William A. Garrison
Director, Counseling Center
Billings, Montana

Montana State University
Maurice Brookhart
Head, Testing and Counseling
Bozeman, Montana

Montana State University
Dr. Robert E. Gorman
Director, Counseling Center
Missoula, Montana

Rocky Mountain College
Dr. John R. Bross
Director of Guidance
Billings, Montana

Western Mont. College of Ed.
Rolph S. Kneeland
Director, Stud. Per. Services
Dillon, Montana

NEBRASKA

Chadron State College
Dr. Michael E. Paradise
Dean of Students
Chadron, Nebraska

Concordia Teachers College
Herman Glaess
Director, Counseling and Testing
Seward, Nebraska

The Creighton University
Dr. Donald A. Biggs
Director, Stud. Counsel. Center
Omaha, Nebraska

Dana College
Elmer M. Rasmussen
Director of Counseling
Blair, Nebraska

Doane College
Robert Patterson
Dean of Students
Crete, Nebraska

Hastings College
John Breckenridge
Dean of Students
Hastings, Nebraska

Kearney State College
Dr. Marvin Knittle
Assoc. Prof. of Educ. and Psych.
Kearney, Nebraska

Midland Lutheran College
Mr. Caryl A. Steyer
Dean of Men
Fremont, Nebraska

Municipal Univ. of Omaha
Dr. B. G. Oleson
Director, Counseling Center
Omaha, Nebraska

University of Nebraska
Dr. Clay Gerken
Director, Univ. Counsel. Service
Lincoln, Nebraska

Nebraska Wesleyan University
Dr. Milton Evans
Dean of Student Affairs
Lincoln 4, Nebraska

Peru State College
Dr. Galen Dodge
Director, Guidance and Counseling
Peru, Nebraska

College of Saint Mary
Sister Mary Robinson R.S.M.
Director of Student Personnel
Omaha 24, Nebraska

Union College
Dr. Laurence Dowing
Counselor
Lincoln 6, Nebraska

Wayne State College
Donald G. Merriman
Dean of Students
Wayne, Nebraska

NEW HAMPSHIRE

Dartmouth College
Henry Helgen
Director
Hanover, New Hampshire

Univer. of New Hampshire
Dr. Robert G. Congdon
Director, Guidance and Testing
Durham, New Hampshire

Plymouth State College
Dr. Van A. Hartman
Dean of Student Personnel
Plymouth, New Hampshire

Saint Anselms College
Rev. Anthony Mullaney, O.S.B.
Director of Guidance
Manchester, New Hampshire

NEW JERSEY

Caldwell College for Women
Sister M. Agnes Joseph, O.P.
Director of Guidance
Caldwell, New Jersey

Drew University
Dr. James A. Mc Clintock
Director, Counseling Center
Madison, New Jersey

Jersey City State College
Joseph F. Scott
Dean of Administration
Jersey City, New Jersey

Montclair State College
Marie Frazee
Academic Counselor
Upper Montclair, New Jersey

Newark Col. of Engineering
Dr. A. Pemberton Johnson
Director, Counseling Service
Newark, New Jersey

Newark State College
Dr. William P. Angers
Director, Counseling Services
Union City, New Jersey

Princeton University
William S. Mac Naughton
Director, Counseling
Princeton, New Jersey

Rider College
Dr. Harry J. Glosser
Director, Counseling Center
Trenton, New Jersey

Rutgers-The St. University
Dr. F. Parker Davis
Director, Psych. Services
New Brunswick, New Jersey

Saint Peters College
Lawrence K. Malnig, Ph.D.
Director, Guidance and Testing
Jersey City 6, New Jersey

Seton Hall University
Joseph Spiegel
Director of Counseling
South Orange 79, New Jersey

Trenton State College
Dr. Doris C. Perry
Head, Counseling Services
Trenton, New Jersey

Upsala College
Professor Edward Lawson
Director of Academic Counseling
East Orange, New Jersey

NEW MEXICO

Eastern New Mexico Univ.
Dr. Roy A. Morgan
Director, Counseling and Testing
Portales, New Mexico

University of New Mexico
William H. Huber
Director, Univ. Col. & Coun. Cen.
Albuquerque, New Mexico

New Mexico Highlands Univer.
Dr. Joseph D. Liggit
Director, Guid. & Counseling Center
Las Vegas, New Mexico

New Mexico State University
Dr. William C. Cross
Director, Univ. Guid. Center
University Park, New Mexico

Col. of St. Joseph on the Rio
Maxwell J. Ihrig
Director of Guidance
Albuquerque, New Mexico

Saint Michaels College
William Ogden
Director of Counseling
Santa Fe, New Mexico

NEW YORK

Alfred University
William D. Churchill
Asst. Psy. & Univ. Counselor
Alfred, New York

Brooklyn College
Dean Herbert Stroup
Dean of Students
Brooklyn, New York

Canisius College
Dr. Wilburn Raymond Mann
Director of Guidance
Buffalo 8, New York

Colgate University
Dr. Lawrence Walker
University Counselor
Hamilton, New York

Columbia University
Anthony F. Philip, Ph.D.
Director of Counseling Service
New York 27, New York

Columbia Univ. Teacher Coll.
Dr. Charles L. Kogan
Psychological Counselor
New York 27, New York

Cooper Union Adv. of Sci., Art
Dr. Richard S. Ball
Dean of Students
New York, New York

Cornell University
Howard Audrus
Ithaca, New York

Fordham University
Rev. Joseph G. Keegan
Director, Counseling Center
Bronx, New York

Good Counsel College
Sister M. Berchmans
Student Personnel Director
White Plains, New York

Hofstra University
Dean Randall W. Hoffman
Dean of Students
Long Island, New York

Houghton College
James H. Mills, Jr.
Dean of Students
Houghton, New York

Le Moyne Heights
Mr. Jerome McElroy
Acting Director, Counseling Center
Syracuse 3, New York

Long Island University
Gerald Albert
Act. Dir. of Guid. and Counseling
Brookville, New York

Manhattan College
Dean Cossa
Dean of Special Services
Bronx 71, New York

Marymount College
Sister Maura, R.S.H.M.
Dean of Students
Tarrytown, New York

Mills College of Education
Dr. Margaret M. Devine
Dean
New York, New York

College of Mount Saint Vincent
Miss Gail L. Wyld
Coordinator of Counseling Services
New York 71, New York

College of New Rochelle
Miss Colette Conrey
Counselor
New Rochelle, New York

Colc City Univ. of New York
Dr. Bernard D. Branson
Counseling Supervisor
Flushing, New York

City Col. City Univ. of New York
Dr. Louis Long
Director, Counseling and Testing
New York 31, New York

State Univ. of New York
John Edward Tucker
Director, Stud. Counseling Ser.
Albany, New York

State Univ. of New York
Oliver C. Spaulding
Chairman, Counseling Service
Brockport, New York

State Univ. of New York College
Allen H. Kuntz
Director, Stud. Testing Center
Buffalo, New York

State University College
Fay Corey
Assoc. Dean of Stud. for Counsel.
Cortland, New York

State University College
Director, Counseling
Fredonia, New York

Niagara University
Dr. James Deegan
Professor of Education
Niagara University, New York

Nyack Missionary College
James M. Linsey Ph.D.
Director of Counseling
Nyack, New York

Pace College
Dr. Rhea R. Riso
Director, Guidance
New York, New York

Pratt Institute
Dr. John Prior
Dean of Students
Brooklyn, New York

Rensselaer Poly. Institute
Ira E. Harrod
Dean of Students
Troy, New York

Roberts Wesleyan College
David W. Shafer
Director of Guidance
North Chili, New York

Rochester Inst. of Tech.
Dr. Laurence C. Lipsett
Director, Counseling Center
Rochester, New York

Southampton College
Dr. Richard B. Bergmann
Dean of Students
Southampton, New York

Saint Bernardine of Siena Col.
Mr. Paul W. Jary
Director of Guidance
Loudonville, New York

St. Bonaventure University
George J. Privateer
Director of Guidance
St. Bonaventure, New York

Saint Francis College
Brother G. Gilmartin, O.S.F.
Director, Guidance Center
Brooklyn 1, New York

St. John Fisher College
Mr. Herbert Wilshire
Dean of Student Affairs
Rochester 18, New York

St. Josephs College for Women
Sister John Raymond
Director of Students Personnel Ser.
Brooklyn 5, New York

Syracuse University
Dr. Arnold Goldstein
Head of Counseling Service
Syracuse, New York

Union College
Dr. Christopher Fried
Students Counselor
Schenectady, New York

J. S. Merchant Marine Acad.
Assistant Dean
Kings Point, New York

Yeshiva University
Dr. Seymour Lainoff
Assis. to the Dean for Guidance
New York 33, New York

NEVADA

University of Nevada
Robert Whittemore
Director, Counseling and Testing
Reno, Nevada

NORTH CAROLINA

Atlantic Christian College
Robert E. Bennett
Dean of Students
Wilson, North Carolina

Appalachian St. Teachers Col.
Dr. Edward Harriil
Director, Counseling
Boone, North Carolina

A. and T. College
Mrs. Ruth Gore
Director, Counseling and Testing
Greensboro, North Carolina

Bennett College
Dr. Adrian Solomon
Director, Psych. Services
Greensboro, North Carolina

Davidson College
Dr. W. B. Hight
Director, Counseling and Testing
Davidson, North Carolina

Duke University
Dr. Henry Weitz
Director, Counseling Center
Durham, North Carolina

East Carolina College
Dr. George Weigand
Guidance Counselor
Greenville, North Carolina

Elizabeth City St. College
Charles A. Ramsay
Director, Student Personnel
Elizabeth City, North Carolina

High Point College
Dr. L. B. Pope
Director of Counseling
High Point, North Carolina

Johnson C. Smith University
Mr. J. A. Gaston
Director of Student Personnel
Charlotte, North Carolina

Lenoir Rhyne College
Robert L. Duncan
Dean of Students
Hickory, North Carolina

Mayville State College
Dr. Thomas Bachmeier
Director, Student Personnel
Mayville, North Carolina

North Carolina Col. at Durham
Mr. J. L. Stewart
Acting Dean of Students
Durham, North Carolina

University of North Carolina
Dr. J. W. Little
Director, Univ. Testing Service
Chapel Hill, North Carolina

University of North Carolina
Dr. William H. Friedman
Director, Counseling Center
Greensboro, North Carolina

North Carolina State Univ.
Dr. Lyle B. Rogers
Director of Counseling
Raleigh, North Carolina

Pembroke State College
Mr. John Entekin, Jr.
Dir of Coun. and Educa. Testing
Pembroke, North Carolina

Pfeiffer College
Dr. Sterling Whitley
Dir. of Coun. and Testing
Misenheimer, North Carolina

Saint Augustines College
Mr. Wiley M. Davis
Dean of Students
Raleigh, North Carolina

Salem College
Jessie Wood
Dean of Students
Winston-Salem, North Carolina

Shaw University
Mrs. Esther Thomas
Asst. Prof. of Psych.
Raleigh, North Carolina

Wake Forest College
David A. Hills
Director, Psych. Services Center
Winston-Salem, North Carolina

Western Carolina College
T. L. Huskins
Dean of Student Affairs
Cullowhee, North Carolina

NORTH DAKOTA

Dickinson State College
Paul C. Larsen
Dean of Students
Dickinson, North Dakota

Jamestown College
Franklin Grady
Dean of Students
Jamestown, North Dakota

Minot State College
Dr. Gary Scott
Director, Guidance and Testing
Minot, North Dakota

University of North Dakota
Dr. Beulah Hedahl
Director, Counseling Center
Grand Forks, North Dakota

North Dakota St. Univer.
Dr. David Young
Director, Counseling
Fargo, North Dakota

Valley City St. College
Dr. Eugene Hotlind
Director, Guidance
Valley City, North Dakota

OHIO

University of Akron
Dr. Peter J. Hampton
Director, Testing and Counseling
Akron, Ohio

Ashland College
Mr. Leslie O. Woodburn
Dir., Academic Counseling
Ashland, Ohio

Bowling Green St. University
Dr. Frank Arnold
Director, Counseling Center
Bowling Green, Ohio

Capital University
Laurence J. Schaaf
Dean of Acad. Counseling
Columbus, Ohio

University of Cincinnati
Dr. Norman Poris
Director, Testing and Counseling
Cincinnati, Ohio

Cleveland State University
Kenneth F. Jenkins
Director, Counseling and Testing
Cleveland, Ohio

University of Dayton
Rev. Andrew L. Seebold S.M.
Administrative Director Psy. Ser.

Defiance College
Dr. William Reynolds
Dean of Students
Defiance, Ohio

Findlay College
Mrs. Ruthanna Frack
Dean of Students
Findlay, Ohio

Hiram College
Wendell G. Johnson
Dean of the College
Hiram, Ohio

John Carroll University
Dr. Walter S. Nosal
Director, Counseling Center
Cleveland, Ohio

Kent State University
Lawrence Litwack
Director, Guidance Laboratory
Kent, Ohio

Lake Erie College
Mrs. Vera Washburne
Chairman of Dean's Staff
Painesville, Ohio

Miami University
Dr. Robert R. Brown
Director and Prof. of Education
Oxford, Ohio

Muskingum College
Dr. Richard L. Kaiser
Dir., Personnel Guid., Devel.
New Concord, Ohio

Notre Dame College
Sister Mary Mailee, SND
Dean of Studies
Cleveland, Ohio

Oberlin College
Dr. John Thompson
Clinical Psych.
Oberlin, Ohio

Ohio University
Michael Hanek
Director, Psych. Serv. Center
Athens, Ohio

Ohio Northern University
Dr. George B. Miller, Jr.
Dean of Students
Ada, Ohio

Ohio State University
Dr. George F. Wooster
Director, Univ. Counsel. Center
Columbus, Ohio

Ohio Wesleyan University
Kentner Fritz
Director, Ed. Res. and Evalu. Ser.
Delaware, Ohio

Our Lady of Cincinnati Col.
Dr. William C. Wester
Director of Counseling
Cincinnati, Ohio

St. John Col. of Cleveland
Dr. Virginia L. Richard
Director, Student Guidance
Cleveland, Ohio

College of Steubenville
Mr. Anthony Golas
Director, Counseling and Testing
Steubenville, Ohio

University of Toledo
Dr. Robert Hopkins
Director, Counseling and Testing
Toledo, Ohio

Western College for Women
Mrs. Jeanne Reimer
Counselor
Oxford, Ohio

Western Reserve University
Dean Leslie Brown
Dean of College
Cleveland, Ohio

Wittenberg University
Dr. William J. Lanier
Director, Counseling and Testing
Springfield, Ohio

Xavier University
Dr. V. J. Bieliavsuas
Director, Psych. Ser. Center
Cincinnati, Ohio

OKLAHOMA

Central State College
M. D. Smith
Director, Counseling and Testing
Edmond, Oklahoma

Langston University
Mr. Samuel M. Hall, Jr.
Coord., Career Dev. Center
Langston, Oklahoma

Northeastern State College
Mr. Leonard Rainwater
Freshman Counselor
Tahlequah, Oklahoma

University of Oklahoma
Dr. William J. Mummery
Director,
Norman, Oklahoma

Oklahoma State University
Dr. Charles E. Larsen
Director, Univ. Coun. Services
Stillwater, Oklahoma

Phillips University
D. L. Warren
Dean of Students
Enid, Oklahoma

Southwestern State College
W. C. Burris
Director of Student Services
Weatherford, Oklahoma

OREGON

Cascade College
Melvin N. Olson
Director of Counseling
Portland, Oregon

Lewis and Clark College
Mr. Donald Nickerson
Director of Counseling
Portland, Oregon

Mt. Angel College
Sister John Mary, O.S.B.
Academic Dean
Mount Angel, Oregon

University of Oregon
J. Spencer Carlson
Director, Univ. Coun. Center
Eugene, Oregon

Oregon State University
Dr. Charles F. Warnath
Director, Counseling Center
Corvallis, Oregon

Portland State College
Dr. Selby Clark
Director, Counseling Center
Portland, Oregon

University of Portland
Rev. James Norton
Dean of Students
Portland, Oregon

Southern Oregon College
Martin Elle
Director, Guidance Services
Ashland, Oregon

Willamette University
Dr. Walter S. Blake
Dean of Students
Salem, Oregon

PENNSYLVANIA

Albright College
Dr. Stanley K. Smith
Dir., Psych. Services Center
Reading, Pennsylvania

Allegheny College
Dr. William P. Wharton
Director of Counseling
Meadville, Pennsylvania

Bucknell University
Dr. David H. Wilder
Director, Counseling Services
Lewisburg, Pennsylvania

California State College
Dr. Malcolm Wolfe
Dir. Academic Guidance
California, Pennsylvania

Carnegie Inst. of Tech.
Dr. Robert M. Morgan
Head, Bureau of Meas. and Guid.
Pittsburgh, Pennsylvania

Chatham College
Miss Barbara J. Lewis
Dean of Students
Pittsburgh, Pennsylvania

Delaware Valley Col. of Sci.
Richard Warga
Dean of Students
Doylestown, Pennsylvania

Drexel Institute of Technology
G. C. Galphin
Dir., Advisement and Coun. Center
Philadelphia 4, Pennsylvania

Duquesne University
Alice K. Wagstadd
Director of Counseling
Pittsburgh, Pennsylvania

East Stroudsburg State Col.
Carl Diefenbach
Dir. Student Personnel
East Stroudsburg, Pennsylvania

Gannon College
Owen T. Finegan
Dir., Guidance and Place.
Erie, Pennsylvania

Gettysburgh College
W. H. Jones
Guidance Officer
Gettysburgh, Pennsylvania

Haverford College
Dr. Peter G. Bennett
College Psych.
Haverford, Pennsylvania

Holy Family College
Sister M. Misaela
Dean of Students
Philadelphia, Pennsylvania

Indiana State College
Mrs. Marian Geisie
Director, Psych. Clinic
Indiana, Pennsylvania

King's College
Stephen J. Budash
Director, Counseling Center
Wilkes-Barre, Pennsylvania

Kutztown State College
Mr. Robert B. Gledhill
Director, Student Counseling
Kutztown, Pennsylvania

La Salle College
Dr. Thomas N. Mc Carthy
Director
Philadelphia, Pennsylvania

Lehigh University
Mr. Robert R. Panos
Director, Counseling and Testing
Bethlehem, Pennsylvania

Lock Heaven St. College
Dr. Edward L. Trembley
Director of Counseling
Lock Heaven, Pennsylvania

Lycoming College
Dr. Clifford Smith
Director of Counseling
Williamsport, Pennsylvania

Mercyhurst College
William E. Bryan
Director, Student Pers.
Erie, Pennsylvania

Millersville State College
Mr. Charles I. Kent
Director, Guidance Services
Millersville, Pennsylvania

Pennsylvania State University
Dr. Jefferson Ashby
Act. Director, Div. of Counseling
University Park, Pennsylvania

University of Pittsburgh
Dr. Warren T. Hill
Director of Counseling
Pittsburgh, Pennsylvania

University of Scranton
John A. Finnegan
Director, Guidance Center
Scranton, Pennsylvania

St. Francis College
Mr. Joseph Bentivegna
Asst. Dean of Col. of Counseling
Loretto, Pennsylvania

St. Vincent College
Rev. Conan Feigh, O.S.B.
Director, Guid. and Place.
Latrobe, Pennsylvania

Susquehanna University
Warren J. Pirie
Director, Guidance Center
Selinsgrove, Pennsylvania

Temple University
Dr. Eleanor S. Isard
Director, Counseling Center
Philadelphia, Pennsylvania

Thiel College
Dr. Roy A. Moss
Dean of Students
Greenville, Pennsylvania

Waynesburg College
Dr. Jack L. Armstrong
Asst. Prof. of Psych.
Waynesburg, Pennsylvania

West Chester State College
Dr. Thomas Williams
Director, Guidance and Counseling
West Chester, Pennsylvania

Wilkes College
John J. Chwalek
Director, Guidance and Place.
Wilkes-Barre, Pennsylvania

Wilson College
Martha Church
Dean of the College
Chambersburg, Pennsylvania

RHODE ISLAND

Bryant College
Stanley Shuman
Placement Director
Providence, Rhode Island

University of Rhode Island
Dr. Charles R. Dolan
Coord., Advising and Counseling
Kingston, Rhode Island

Rhode Island College
Dr. Dorothy R. Mierzwa
Dean of Students
Providence, Rhode Island

SOUTH CAROLINA

College of Charleston
Charles J. Smith
Dean
Charleston, South Carolina

Clemson College
Virginia S. Hardie
Director, Counseling Center
Clemson, South Carolina

Erskine College
Miss Helen Wallace Mims
Dir. of Counseling
Due West, South Carolina

Furman University
Dean E. E. Harrill
Dean of Students
Greenville, South Carolina

Newberry College
Fred D. Cortner
Dir. Guid. Center
Newberry, South Carolina

University of South Carolina
Paul E. Stanton
Director
Columbia 1, South Carolina

South Carolina St. College
G. L. Collins
Director, Guidance Services
Orangeburg, South Carolina

Winthrop College
O. Bert Powell
Director, Guid. and Placement
Rock Hill, South Carolina

Wofford College
Prof. James Seegars
Ch. Dept. of Psy.
Spartan Burg, South Carolina

SOUTH DAKOTA

Black Hills Teachers Coll.
Dr. Marc Boesen
Dean Student Affairs
Spearfish, South Dakota

Huron College
Dean Henry Kirk
Dean of Students
Huron, South Dakota

Northern State College
Don Vogt
Dir. Student Personnel
Aberdeen, South Dakota

Northern St. Teachers Col.
J. A. Wettstein
Director, Guidance and Counseling
Aberdeen, South Dakota

University of South Dakota
Robert H. Knapp
Dir., Student Guid. and Counsel.
Vermillion, South Dakota

South Dakota State University
Irving M. Munn
Coord., Counseling Services
Brookings, South Dakota

TENNESSEE

Belmont College
J. Thomas Trimble
Dir. of Guid. and Coun.
Nashville, Tennessee

Carson Newman College
Mr. Ray Koonce
Dir. of Guid. and Placement
Jefferson City, Tennessee

Univ. of Chattanooga
Dr. Ulrey K. Wilson
Dir. Educa. Serv. Center
Chattanooga 3, Tennessee

Knoxville College
Dr. Gloria Scott
Dean of Students
Knoxville 21, Tennessee

Lane College
Mrs. M. M. Penn
Dir. Student Personnel
Jackson, Tennessee

Mental Health Center
Dr. G. Robert Owens
A. C. W. S.
Johnson City, Tennessee

Memphis State University
Dr. John E. Lews
Acting Director
Memphis 11, Tennessee

Middle Tenn. St. College
Dr. James A. Martin
Director, Guidance and Testing
Murfreesboro, Tennessee

Milligan College
W. Dennis Helsabeck
Associate Prof.
Milligan College, Tennessee

Southern Missionary College
Mr. Gordon Madgwick
Dean of Student Affairs
Collegedale, Tennessee

Southwestern at Memphis
Dr. Fred D. Pultz
Dir. Presbyterian Guid. Center
Memphis, Tennessee

University of Tennessee
Thomas B. Scott
Director, Student Counseling
Knoxville, Tennessee

Vanderbuilt Univ.
Dr. Carrol E. Izard
Dir. of Coun. Center
Nashville, Tennessee

TEXAS

Abilene Christian College
Dr. William N. Fryer
Director of Counseling
Abilene, Texas

Austin College
Howard A. Starr
Asst. Dir. of Counseling
Sherman, Texas

Baylor University
Joseph V. West
Dir. Student Coun. and Testing
Waco, Texas

University of Corpus Christi
Dr. Kenneth Maroney
Dean of Students
Corpus Christi, Texas

East Texas Baptist College
Dr. Waller M. Ethridge
Dean of Stud. Dir. of Coun.
Marshall, Texas

Hardin Simmons Univ.
James W. Bennett
University Counselor
Abilene, Texas

University of Houston
Joseph P. Schnitzen
Director, Counseling and Testing
Houston, Texas

Huston Tillotson College
Mr. Issac H. Bivens
Dean of Students
Austin, Texas

Incarnate Word College
Sr. Ahoysivs Clare
Personnel Director
San Antonio, Texas

Letourneau College
Mr. David Lawson
Dir. of Student Affairs
Longview, Texas

McMurry College
Dr. Joe. C. Humphrey
Adm. Asst. to President
Abilene 5, Texas

Midwestern University
Ralph R. Swinford
Director, Testing and Guidance
Wichita Falls, Texas

North Texas St. University
Edward C. Bonk
Director of Guidance
Denton, Texas

Prarie View A and M College
George Stanford
Director, Counseling Center
Prarie View, Texas

Saint Edwards Univ.
Rev. Edwin Kadzielawski
Dir. of Testing and Guidance
Austin 4, Texas

St. Mary's University
Leo M. Donhue
Dir., Place. & Guidance Center
San Antonio, Texas

St. Marys Univ. of San Antonio
Mr. Leo M. Donohue
Director Guid. and Placement
San Antonio 28, Texas

University of Saint Thomas
George A. Knaggs
Registrar
Houston, Texas

Southern Methodist University
Harold M. Chapman
Dir., Psych. Services Center
Dallas, Texas

Southern Methodist Univ.
Dr. George H. Zeiss
Asst. Dean University College
Dallas 22, Texas

Southwest Texas St. College
William F. Brown
Director, Testing and Guidance
San Marcos, Texas

Southwestern Univ.
Dr. Judson Custer
Dir. of Counseling
Georgetown, Texas

Stephen F. Austin St. College
Melvin Wester
Director of Guidance
Nacogdoches, Texas

Texas A and M University
S. A. Kerley
Director, Counseling and Testing
College Station, Texas

Texas Christian University
Curtis J. Firkins
Director, Testing and Guidance
Fort Worth, Texas

Texas College
David H. Johnson
Dean of Students
Tyler, Texas

Texas College of Arts + Ind.
Dr. M. Paul Barlow
Director, Student Per. Services
Kingsville, Texas

Texas Lutheran College
Vernon G. Zunker
Dean of Students
Seguin, Texas

Texas Southern University
Dr. J. B. Jones
Dean of Students
Houston, Texas

Texas Tech. College
James E. Kuntz
Director, Testing and Counseling
Lubbock, Texas

University of Texas
Gordon V. Anderson
Director, Testing and Counseling
Austin, Texas

Texas Wesleyan College
Dr. Charles W. Hager
Director, Testing and Counseling
Fort Worth, Texas

Texas Western College
Randolph Whitworth
Director, Counseling Service
El Paso, Texas

Texas Women's University
Russell G. Peckens
Director, Counsel. and Guid. Center
Denton, Texas

Trinity University
Dr. J. C. Narcisoy, Jr.
Director, University Counseling C.
San Antonio 12, Texas

Wayland Baptist College
S. L. Harris
Dean of Students
Plainview, Texas

West Texas State University
Dr. Kenneth Wengh
Director, Student Per. Services
Canyon, Texas

UTAH

Brigham Young University
Vern H. Jensen
Director
Provo, Utah

Utah State University
Ronald Peterson
Acting Coordinator
Logan, Utah

University of Utah
Phelon J. Malouf
Director, Counseling Center
Salt Lake City, Utah

Weber State College
Dr. Alan J. Dayley
Dean of Students
Ogden, Utah

Westminster College
Mr. Robt. Stewart
Dir. of Student Services
Salt Lake City 5, Utah

VERMONT

Castleton State College
Dr. James A. Gilbert
Director of Counseling
Castleton, Vermont

Goddard College
Robert M. Mattuck
Senior Counselor
Plainfield, Vermont

Lyndon State College
Dr. Robert Rickert
Acting Dean Student Personnel
Lyndon Center, Vermont

Norwich University
Glendon N. King
Dir. of Guidance
Northfield, Vermont

VIRGINIA

Emory and Henry College
Dr. E. R. Naylor
College Counselor
Emory, Virginia

Hampden Sydney College
D. M. Allen
Prof. of Phil. i Psy.
Hampden Sydney, Virginia

Hampton Institute
Dr. Nellie Wilson
Dir. Psy. Coun. Services
Hampton, Virginia

Hollins College
David W. Holmes
Assistant Dean
Hollins College, Virginia

Madison College
Dr. E. L. Tolbert
Dean of Students
Harrisonburg, Virginia

Mary Baldwin College
Miss Jewel Brandt
Acting Dir.
Staunton, Virginia

Randolph Macon College
Dr. Douglas M. Lawson
Dean of Men
Ashland, Virginia

Randolph Macon Womans College
Mrs. Warren C. Light
Vocational Counselor
Lynchburg, Virginia

University of Richmond
Dr. Austin E. Grigg
Dir. Psych. Testing Service
Richmond, Virginia

Sweet Briar College
Catherine S. Sims
Dean
Sweet Briar, Virginia

Virginia Poly. Institute
Harry Canon
Director of Counseling
Blacksburg, Virginia

Virginia State College
Edward B. Boone
Coord. College Counsel. Ser.
Petersburg, Virginia

Virginia Union University
Miss Iris King
Asst. Dean of Students
Richmond, Virginia

College of William and Mary
Dr. R. P. Norman
Act. Director, Psych. Counsel. Cen.
Williamsburg, Virginia

WASHINGTON

Central Washington St. College
John L. Silva
Director, Counseling and Testing
Ellensburg, Washington

Eastern Wash. State College
Benard Taylor
Director
Cheney, Washington

Fort Wright College
Sister Dolores Marie, Ph.D.
Director, Counseling and Guid.
Spokane, Washington

Gonzaga University
John A. Williamson
Dir. of Test. and Coun.
Spokane 2, Washington

Pacific Luthern University
Dr. Sven Winther
Dir., Testing and Counsel. Center
Tacoma, Washington

Saint Martins College
Rev. Bertrand Trautman
Acad. Vice President
Olympia, Washington

Seattle Pacific College
Richard Hedges
Seattle 19, Washington

Seattle Univ.
Rev. L. A. Gaffney
Dir. Counseling and Testing
Seattle 22, Washington

Walla Walla College
Dr. J. V. Peters
Director
College Place, Washington

Washington State University
William A. Cass
Director, Stud. Counsel. Center
Pullman, Washington

University of Washington
Dr. Thomas Langen
Acting Director
Seattle 5, Washington

Western Washington St. Univ.
Frank A. Nugent
Director, Counseling Center
Bellingham, Washington

Whitman College
Robert L. Whitner
Dean of Students
Walla Walla, Washington

WASHINGTON D. C.

The American University
Dr. David Tucker
Dir., Counseling and Testing Center
Washington, D. C. 20016

Catholic Univ. of America
Clement J. Gresock
Director, Counseling Center
Washington, D. C.

Georgetown University
William L. Kelly, S.J., Ph.D.
Director
Washington, D. C.

George Washington University
E. L. Phillips
Director, Psychological Clinic
Washington 6, D. C.

Howard University
Frederick P. Watts
Director of Counseling Center
Washington 1, D. C.

WEST VIRGINIA

Bethany College
Dr. Walter Kania
Dir. of Coun. and Testing
Bethany, West Virginia

Concord College
Dir. of Guidance and Counseling
Athens, West Virginia

Davis and Elkins College
Dr. William F. Gross, Jr.
Dir. of the Presbyterian Guid. Cen.
Elkins, West Virginia

Morris Harvey College
Fred S. Coffindaffer
Assistant Dean
Charleston 4, West Virginia

Salem College
Miss Elizabeth Whipple
Chair. of Guid. Comm.
Salem, West Virginia

W. Virginia Instit. of Tech.
Dr. David Palmer
Dir. of Student Personnel
Montgomery, West Virginia

West Virginia St. College
Floydeth Anderson
Director of Guidance
Institute, West Virginia

West Virginia University
James F. Carruth
Chief, Stud. Counsel. Service
Morgantown, West Virginia

West Virginia Wesleyan Coll.
Dr. Florence Schaper
Dir. of Counseling
Buckhannon, West Virginia

Wheeling College
Rev. G. Gordon Henderson
Director of Guidance
Wheeling, West Virginia

WISCONSIN

Beloit College
Professor Charles Curtis
Director of Academic Advising
Beloit, Wisconsin

Carthage College
Dr. John Courter
Dean of Students
Kenosha, Wisconsin

Edgewood College
Mrs. Alice Schunk
Counselor
Madison, Wisconsin

Holy Family College
Miss Kathryn Kittell
Director, Pers. Services
Manitowoc, Wisconsin

Lakeland College
Loren Tiede
Dean of Students
Sheboygan, Wisconsin

Lawrence College
E. H. Olson
Director of Counseling
Appleton, Wisconsin

Marquette University
Dr. Mark K. Kipfmuehler
Director
Milwaukee, Wisconsin

Milton College
Kelly H. Mann
Director of Counseling
Milton, Wisconsin

Mount Mary College
Sister Mary Estelle
Student Pers. Officer
Milwaukee, Wisconsin

Saint Norbert College
Dr. Thomas Grib
Director, Psych. Services
West De Pere, Wisconsin

Stout State College
Dr. Paul Hoffman
Director, Counseling Center
Menomonie, Wisconsin

Wisconsin State College
Mr. Roger Garrison
Director, Testing & Counseling
Eau Claire, Wisconsin

Wisconsin State College
Dr. Thomas K. Hocking
Coord. of Guidance & Counseling
Oshkosh, Wisconsin

Wisconsin State College
Dr. B. J. Rozehnal
Dean of Students
River Falls, Wisconsin

Wisconsin State College
Dr. Carl Wiemann
Dir. of Counsel. & Psych. Services
Stevens Point, Wisconsin

Wisconsin State College
Dr. Thomas Bolduc
Clinical Psychologist
Whitewater, Wisconsin

University of Wisconsin
Dr. Lewis E. Drake
Director, Stud. Counsel. Center
Madison, Wisconsin

University of Wis.-Milwaukee
Dr. Arden C. Eichsteadt
Director, Dept. of Stud. Counseling
Milwaukee, Wisconsin

WYOMING

University of Wyoming
W. Harry Sharp
Director, Counseling & Testing
Laramie, Wyoming